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Local Government SERVICE

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—FRIEND
OR FOE?

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THREEPENCE

LIBERATING THE NURSE

NALGO may fairly claim some share of the credit for the "Nurses' Charter" set out with a flourish of Whitehall trumpets by the Ministry of Health last month, and since it is generally acclaimed as the most substantial step yet taken to free the nurse from petty restrictions and personal hardships which, hitherto, have made her, in many hospitals, more of a martyr than the minister's angel of popular imagination.

Since 1934, when the Association first published proposals based on the report of the "Lancet" Commission, it has been a leader in the fight for better conditions for nurses. In 1938, it launched its own "Nurses' Charter" a document whose claims seem modest by modern standards, but which appeared revolutionary enough in those days. In 1941, it omitted these proposals, still further improved, to the nursing services' joint committee the National Whitley Council. In 1943, it is strongly represented on, and provided staff side chairman of, the Rushcliffe Committee, whose proposals on nurses' pay, imperfect as they were in many respects, nevertheless marked a great improvement on the scales current in the majority of hospitals. And, finally, the Association was represented on the comprehensive committee which assisted the Minister of Health in formulating his latest proposals, and was directly responsible for securing the inclusion of two of the most important—the insistence that the nurses' representative council, to be set up in every hospital, should be able to submit representations not only to the matron, but, through her, to the hospital committee or governing body; and the requirement that no obstacle be placed in the way of professional organisations and trade unions representing their members in negotiations with the hospital authority or governors.

Heartening Breeze

Most nurses will by now be familiar with the Minister's proposals, either from the summaries which have appeared in the Press, or from the official document, "Staffing the Hospital," in which they are set out with a refreshing frankness and clarity, and it is therefore not necessary to detail them here. They will send a heartening breeze of free air through the too-long confined and disciplined corridors of the hospitals. In future, the nurse is to be treated neither as a slave nor as the dedicated acolyte of a rigorous and spartan tradition, but as a normal and responsible man being, entitled, in her off-duty hours at least, to all the freedom and social life enjoyed by her colleagues. She is to be given adequate time for study, without having, as often happens at present, to attend lectures in heavy-eyed and dull-witted after a long night in the wards, or to cram anatomy while listening the taps; her off-duty hours are to be fixed well in advance, so that she can plan her leisure; most of the Victorian restrictions

on her liberty, which made the average hospital a cross between a nunnery and the worst type of Academy for Young Ladies, are to be abolished; meals are to be greatly improved, both in quality and in the manner in which they are to be enjoyed; she is to have much better living and recreational facilities—with the opportunity to live out if she wishes; domestic work is to be reduced to a minimum;

for the student and pupil nurse, offers little incentive to the girl, anxious, or compelled, to start making a career for herself as soon as she leaves school.

It is regrettable, too, to find that, although nurses who fall ill are to have free treatment and sick pay, nothing has yet been done to ensure that diseases contracted as a result of the special dangers of hospital work, such as tuberculosis, shall be scheduled as industrial diseases and thus made subject to proper compensation. At the moment, the nurse who contracts tuberculosis while nursing tuberculous patients must produce positive proof—by no means easy to establish—that she contracted it in the hospital before she can obtain compensation. The position should be reversed. If a nurse contracts an infection to which her work exposes her, it should be presumed that she caught the infection at work, and the onus should be on her employers to prove that she caught it elsewhere.

Hours Still Too Long

Hours, too, are still too long. Though most nurses today regard the 96-hour fortnight as Utopian, it is nearly twenty hours longer than that worked by most clerical workers, and is much too long in relation to the rigours of the job. As staffing improves, hours must be shortened.

These criticisms notwithstanding, the Minister's proposals mark a great step forward. And, what is more important, they contain, in the provisions for nurses' councils and full and free trade union activity, the possibilities of still further improvement.

In conjunction with the parallel recommendations for better conditions for hospital domestic staffs, they should go a long way to help relieve the present acute shortage of nurses and thus to make further improvement possible. It is, however, a sobering thought for trade unionists that the primary impulse behind these reforms has been neither the justice of the nurses' claims nor the pressure of the trade unions representing her. They have been forced, in the main, by the critical shortage of nurses. That fact should give all NALGO members food for reflection.

Local Government Reform

SINCE the issue of the late Government's White Paper rejecting the idea of a Royal Commission on Local Government, but promising the appointment of a Boundary Commission, discussion of the reform of local government areas and structure has lapsed. Now, however, that the Minister of Health has appointed the Commission—including, we are glad to note, one local government officer, Sir George Etherton, among its five members—it is likely to be stimulated again, and a pamphlet, "Local Government Areas," published over the names of Lord Astor, Conservative ex-Lord Mayor of Plymouth, Sir

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salaries are to be still further increased; and, most important of all, the former often too rigid personal control of the matron is to be replaced by representative councils, unfettered trade unionism, and direct approach to the governing body of the hospital. Nor is this all. The salary increases mentioned by the Minister are by no means the whole story. The Rushcliffe Committee is now considering still further improvements in the scales it promulgated only two years ago—including the important suggestion of a maintenance and educational grant, from public funds, for student and pupil nurses.

Closing the "Gap"

Ten years ago, these reforms would have appeared unthinkable: today, so great has been the change in the public attitude towards the nurse, they represent only the minimum regarded as essential, and even now, in some respects, they do not go far enough. The proposals still fail to tackle adequately what is probably the greatest single problem in the recruiting of nurses—the gap of two or more years between leaving school and the beginning of hospital training. True, the Minister recommends that "hospital authorities should do all they can to encourage and assist the establishment of pre-nursing courses by local education authorities," but this is too vague and, in conjunction with the low starting salary and very low rate of increment recommended

Ernest Simon, Liberal ex-Lord Mayor of Manchester, and Mr. A. W. S. Burgess, Labour ex-Lord Mayor of Bristol, comes appositely.

It is interesting to observe how closely these three experts, reflecting widely divergent political views but united in a close experience of and concern for local government, share the views put forward by the NALGO Reconstruction Committee in its report on the subject; and it is encouraging to note the importance they attach to a well qualified and adequately paid local government service.

"Each [local government] unit," they say, "should be large enough to discharge efficiently any functions with which it has been entrusted, and to employ an adequate staff of first-rate officials . . . many authorities are unable to pay adequate salaries to attract the best officers."

The ideal local authority, they contend, must contain a balanced range of occupational classes and income groups, all living and working within its boundaries; must include rural as well as urban (or urban as well as rural) land and interests; and must form a satisfactory planning unit, in which it is possible to co-ordinate housing, transport, public utilities, open spaces, shopping and community centres, etc. These principles call for the imposition of both minimum and maximum sizes for local authorities, determined, however, in the light of local conditions and not on the basis of a mathematical formula.

This need not, the pamphlet suggests, involve any serious conflict between county boroughs and county councils. At present, there is no adequate balance between town and country. The county boroughs are too urban, the county councils too rural. The problem might be solved by revising county and county borough boundaries; in some areas attracting surrounding rural areas to an expanding county borough; in others, reducing the status of an existing county borough and thus attaching it to the county, of which it would remain the head and heart and the natural focus of surrounding rural interest.

For the big conurbations containing several county boroughs as well as minor authorities, the pamphlet suggests either the creation of one all-embracing authority or, where local sentiment and loyalties reject this solution, the division of the area into several compact groups, each of county borough status. But the county boroughs should not remain all-powerful, and the authors suggest the adoption by them of a two-tier system comparable to that now prevailing in the counties, under which purely local functions would be administered by local councils representing community districts—in other words, an extension to the big county boroughs of the organisation of London, with the county borough council occupying the position of the L.C.C. and the district councils that of the metropolitan boroughs.

These are interesting proposals, and it will be still more interesting to see whether, and to what extent, the Boundary Commission will be prepared (if it is allowed) to respond to them.

The "Burden" of Rates—

LOCAL government officers are concerned with the efficiency of the rating system both as citizens and in their professional capacity; in so far as it is an unsatisfactory

form of raising revenue, it injures their pockets as well as hindering their work. There is, in fact, pretty general agreement that rates are a bad type of tax, though there is less unanimity about what might replace them.

Among the recent critics of the British rating system, none have produced more weighty and instructive evidence than Professor J. R. Hicks and his wife, whose third and final volume on the subject has just appeared from the Cambridge University Press under the title of *The Incidence of Local Rates* (6s.).

The first of the trilogy examined rate

CHRISTMAS SHOPPING



"Put ours on the scales too, please, mister!"

levels and standards of local government expenditure in various parts of the country. It established that "high rates are more often a consequence of low rateable value than of a high propensity to spend"—in fact, as a general rule, areas with low rateable value, which have to impose higher poundages to reach the same level of expenditure, had lower standards in most services. From this it might be presumed that poor areas, where higher poundages are called for to achieve the same standards of service, had a greater claim on central grants to compensate for their "natural" economic deficiency, and the second volume of the series examined the justice of such a claim.

The authors found the crux of the problem in defects in the valuation system, which result in grave inequalities of valuation both as between one area and another and as between some houses and others in the same area; in general, the more modern houses tend to be undervalued. From this it follows that newer areas tend equally to be undervalued, and, as new houses and new areas are commonly occupied by the higher income groups, the poor pay a higher proportion of their incomes in rates. Measures for equalising rate levels are, of course, largely negated by arbitrary variations in the valuation of properties which are, in fact, equal, and strong measures for the reform of the valuation system are called for.

—and the "Benefit"

The latest volume begins by emphasising the importance of rates as the most productive tax outside the income tax, and the unequal burden which they involve to various social strata. Of the two-thirds of rates received in respect of houses, those with incomes below £250 a year pay 70 per cent. On the average, we pay 3.3 per cent of our income in rates—but the man with £2,000 a year and upwards

pays only 1 per cent, against 3.4 per cent paid by the man earning between £250 and £500 and 3.8 per cent by the man earning under £250. There are also great discrepancies between various parts of the country; a low working-class family in London pays 9.1 per cent of its annual expenditure in taxes, against 7.7 per cent in the Midlands or the South of England.

Professor and Mrs. Hicks draw no sweeping morals from their material, but it can be put to good use by those who aim at making local taxation a juster and more efficient instrument. The trilogy is now complete and its readers must make their deductions from the rich resources at their disposal. Valuable though these are, there is one field of investigation into which could wish the authors would stray: an examination of the return which the ratepayer gets for his money. Though much of this must be imponderable like the cultural value of education and libraries or the amenities of public parks, a good deal of factual and even statistical material could be presented to measure the social benefit which the local authorities provide in return for the money they collect in rates. Can Professor and Mrs. Hicks pursue their researches along that fascinating path?

Unified Ambulance Service

RECENT notes in the columns on the introduction of unified low-cost ambulance services in Gateshead and Farnborough have prompted Dr. W. T. G. B. medical officer of health at Thurrock U.D.C. to send an interesting account of his own council's service. The service was inaugurated in 1943 by the amalgamation of the council's two vehicles for the conveyance of infectious diseases with two vehicles of the local St. John Ambulance Brigade. The council appointed four whole-time driver-orderlies and had available the services of several part-time unpaid volunteers. The service was run in accordance with mutual arrangements with other authorities in Essex, and repairs to and maintenance of vehicles were carried out at the council's central repair depot. In the autumn of 1944, the civil ambulance service was separated from the St. John service and now operates with four vehicles and one whole-time driver-orderly. Two midwife part-time, accompany maternity cases at a fee of 10s. 6d. per journey.

The service handles all cases in the district including infectious diseases, at an inclusive charge of 1s. a mile. H.S.A. vouchers are accepted, and assessments are made with regard to the patient's financial circumstances.

A beginning is now being made with the inauguration of a hospital car service under Ministry of Health circular 141.45—private cars, driven by their owners, being incorporated in the service to convey patients to and from hospital where an ambulance is not required. During the financial year 1944/45 the ambulances answered 1,601 calls, removed 1,771 patients, and covered 42,573 miles—an average of 26 miles per call. Many letters of thanks and congratulation have been received.

It is the aim of "Local Government Services" to encourage the fullest freedom of opinion and expression within the Association. Unless a fact is expressly stated, therefore, views forwarded in the Journal—whether in the editor's columns or in signed articles—should necessarily be regarded as expressing the considered policy of the Association.

FREE years ago, the NALGO Public Relations Committee put forward to the National Executive Council a tentative suggestion that the Association should prepare a photographic exhibition of local government. At that time, the war was gradually moving to its climax, and the thoughts of many were turning towards the tremendous tasks of post-war reconstruction. Living under the hardship, worry, and harassment of war, men turned forward to peace partly as to a dream-land whose charms had been enhanced by its absence, and partly with longing to turn again to the work of civilisation which had been interrupted under the shadow of war.

Local government officers especially saw ahead of them vast opportunities and enormous demands on their services and energy. But they knew also that to carry out their task fully and efficiently they must have the backing of the people they serve. Many of them, returning from the fighting forces or from a civil defence and war-time jobs to the management of their own homes and domestic concerns, would be filled with an urge to better their conditions and those of their neighbours and fellow-countrymen. But many would not know how to set about it, nor to whom their report and encouragement should be given. It was to provide this knowledge—to show the citizen how he could best serve the community, to strengthen the arm of local government at the Public Relations Committee visualising a touring exhibition—just one exhibition, selling in a leisurely way from town to town, showing some thousands of citizens how they might help, stimulating some local government officers and the authorities for whom they work to seek citizen interest and cooperation, and doing something to bridge the gulf between those who govern and those who are governed.

Difficulties Overcome

Could it be done, even in the limited form envisaged? There were many doubts, intended as the project began to take shape. Could it be possible to obtain materials at a time when practically everything was reserved for military uses? Would local government officers, much overworked, tired and worried by everyone else, find the time and energy for staging of even the simplest exhibition? Would local authorities co-operate—as they did if these exhibitions were to be successful? Could it be possible, in war-time and post-war conditions on the railways, to transport an



An effective small display—that at Cosely (25,000 population)—where each NALGO screen was linked with appropriate local photographs, plans, and other exhibits.

exhibition safely, and on time, to all parts of the country?

These, and many similar problems, were considered, but the N.E.C. decided to take the risk. Then began the task of preparing the exhibition itself. It had to be confined to photographs and diagrams, since models and similar elaborate displays, however desirable, would have been difficult to transport even if they could have been made. Schemes were prepared, revised, and revised again. A nation-wide search was made for suitable photographs—some of them extraordinarily difficult to come by—and thousands were examined. Statistics were collected for the diagrams, artists were consulted, and finally the exhibition, after many delays and disappointments, began to take shape.

Before it was finished, however, it became evident that the original idea of having only one exhibition had been far too modest. While it was in production, the British Council and the Army Bureau of Current Affairs heard of it. The former bought 22 sets which are now being circulated throughout the Dominions and in many foreign countries, to show what British local government does and how it works. A.B.C.A. had already prepared an exhibition of local government, but considered NALGO's so much better that it scrapped its own and bought 20 sets of the NALGO

screens—to which it has since added a further 50 sets, making 70 in all.

Then the other services came along. Citizenship was given a prominent place in the Forces' Educational and Vocational Training Scheme, and the NALGO exhibition was just what they wanted. The Admiralty bought 140 sets, and the Air Ministry followed with an order for 1,060 sets, plus 100 copies of each of the diagrammatic screens. All these sets are in constant use, yet they do not meet the demand, for NALGO still receives many letters from Forces' education officers asking how and where further copies of the exhibition may be obtained.

Branches were equally keen, and so great was the demand for the exhibition that headquarters had to expand its single exhibition for their use to twelve sets, two full-size and ten in a smaller size. Even this number fails to meet the demand, and many who wished to show the exhibition have had to be disappointed or offered a booking much later than the date for which they have asked. But a small department cannot handle more exhibitions without sacrificing other essential work.

Branch Officers' Enthusiasm

So far from being worn out by the rigours of the past six years, branch officers who have organised local exhibitions have shown amazing initiative and resource—giving unstintingly of time and energy; beginning preparations many months before the date of their display; undertaking extensive publicity; and doing everything possible to make the exhibition a success. Without their efforts, the venture could never have achieved such outstanding results.

Local authorities, too, have co-operated whole-heartedly, and most local exhibitions have been organised jointly by the branch and the local authority. It was always intended that the NALGO exhibition should provide the nucleus only for a primarily local display, and sometimes these displays of local material, activities, and enterprise, have been so elaborate as completely to dwarf the NALGO screens. That is all to the good—for, after all, it is the work of their own local authority in which citizens are, or should be, primarily interested.

By the end of this month, branches will have organised nearly 100 of these local exhibitions—no small achievement when it is remembered that, before the NALGO exhibition was launched last March, probably not more than a score of local government exhibitions had been held anywhere in the country throughout the preceding centuries.

Displays have ranged from such elaborate
(Continued at foot of next page)



corner of Coventry's magnificent exhibition, showing how the work of an apparently "dull" department—weights and measures—can be made interesting.

Make the Press Your Ally in Seeking Better Local Government!

"We consider it of urgent importance that the relations between local government and the Press should be improved. We believe that, on the one hand, it is essential to the health of democratic local government that its affairs should be conducted, as far as the public interest permits, with the fullest possible publicity, and that local authorities should give every facility to the Press to report and comment on their proceedings, and that, on the other hand, the Press itself should treat local government in a responsible spirit, clearly, truthfully, objectively, and critically."

IN those words, the NALGO Reconstruction Committee defined what, in its view, should be the ideal relationship between local authorities and the newspapers. Every progressive local government officer and every responsible journalist will echo them. Yet

both must admit that, in many areas, they are far from being an accurate reflection of the position today.

That position has recently been investigated by two leading journalistic bodies. The National Union of Journalists, at the request of the NALGO Reconstruction Committee, invited its branches to report on existing relationships between newspapers and local authorities in their areas. A little later, the London (Suburban) and Home Counties Editors' Association, representing newspapers in South-east England, conducted a parallel inquiry among its members. Believing that it is always helpful to see ourselves as others see us, we summarise below the main points brought out by these two inquiries.

Newspaper criticisms of local authorities boil down to five main complaints:

1. **Too Much Business in Committee.** This

is a widespread complaint, and nearly half the replies received by the Editors' Association (covering 153 local authorities) suggested the practice of going into committee (and excluding the Press) without adequate reason was increasing. Some typical comments included:

"Some councils appear anxious to go into committee on the flimsiest of excuses... setting up a local censorship of a most insidious character."

"Much public business is done in committee and no statement is made apart from a column in the minutes a month later."

"Some councils conduct all their business general purposes committee and treat the council merely as a rubber-stamp. ... At 1-1-1 the council meetings are a farce. The reports reveal little, and everything is so cut and dried beforehand that the council meeting scarcely occupies more than five minutes."

Allied with this practice of secret dealing in committee is the practice—happily infrequent—of secrecy even over the substance discussed. In one borough, for example:

"The reports of all committees invariably with the recommendation that the instruction entered in the town clerk's instruction book approved—with the result that the council authorised to undertake certain action with the Press or public knowing anything about it."

In another town, committees occasionally issue, in addition to their normal minutes, special minutes referred to on the agenda as what is called "a line on the card," and these are not supplied to the Press.

2. **Refusal to Supply Committee Minutes.** This is a sore point with many newspapers, one upon which practice varies in an extraordinary way. Some local authorities supply the minutes of committees to the newspaper at the same time as they are supplied to members of the council, and allow the newspaper to publish and comment on them freely. Others supply them, but impose a ban on publication or comment until after the council meeting. Yet others hand them to the reporter only at the council meeting itself—by which time it is virtually impossible for the reporter (particularly when business is rushed through the council) to discover what the discussion was about, or to prepare an intelligible report.

Clearly, the first course, of complete closure of minutes (save for items of public interest) with full freedom of comment, is only right one, as the Reconstruction Committee emphasised. We claim that local government is democratic, but that claim cannot be justified when a local authority denies the electors an opportunity of expressing an opinion on its policies. If the electors merely told, after the event, that a particular policy has been adopted, it is too late for them to do anything about it—and the presentation to them of a series of irrevocable *faits accomplis* inevitably contributes to public apathy or hostility.

3. **Uninformative Minutes.** Even when minutes are supplied in advance, newspapers commonly claim that they are obscure and uninformative. As four experienced Midlands journalists pointed out:

"Excessive abbreviation of committee minutes often obscures or entirely loses the point of a story which the reporter may know exists, which terse phrasing prevents him from bringing out."

"Such a minute as: 'A letter was read and clerk was instructed to take action on the 1 indicated' can be of no value to newspaper public, and of little value to the council itself, record—yet it may hide a matter of outstanding public importance."

There are two solutions here, both adopted by some authorities. One is for the chair of the committee, or some appropriate official, to go through the minutes with the reporter, explaining and answering questions on the obscure or doubtful item. The other is for committees to supplement their minutes with

1,500,000 Have Seen NALGO's Exhibition!

(Continued from preceding page)

and finished productions as those at Coventry, Brighton, Cardiff, Dundee, Bolton, and Manchester, where the local authority spent hundreds, and in some cases thousands, of pounds on supplementary exhibits and additional activities, to quite simple shows arranged by small branches for a few pounds voted from branch funds, but whether much or little has been spent, results have nearly always been outstanding. At Durham and Long Eaton, for example, nearly half the total population saw the exhibition, and many others achieved equally impressive attendance figures. These smaller branches, lacking the resources of the large towns, are especially to be congratulated, for the splendid results attained must have been largely the result of the personal initiative and perseverance of their members.

We should like to detail all the many excellent schemes branches have adopted to expand and publicise the exhibition, but space permits mention of only a few of the more striking. Dundee, for instance, marked the official opening by the release of over 1,000 pigeons carrying civic messages to other cities throughout the country; Brighton showed an old water-main made out of a tree trunk, with a modern cast-iron main with all the apparatus which goes with it; Billericay excelled on "snappy" and amusing posters, prepared in the office; Bolton gave a letter from the branch Public Relations Officer, explaining in simple terms the use and working of local government, to each school child visiting the exhibition; Nottingham advertised it with cards in all trolley buses and corporation vehicles; Anglesey persuaded the Regional Officer of the Ministry of Information to undertake full publicity for the district (an idea others might follow); Bridlington used office talent to prepare a large backcloth fronted by model tennis courts, bowling greens, etc.; Durham had an elaborate police display, including a portable wireless receiver recording actual messages from patrol cars—the list might be continued indefinitely. There have been many exceedingly interesting exhibits of ancient Charters, regalia rarely seen by the public, and treasured possessions usually stored away in the municipal vaults.

Almost every branch showing the exhibition has organised "brains trusts," film shows, and discussions, and these have nearly always been crowded to capacity. In several towns, either the council or the public has called for another exhibition later, and many have regretted the necessity to limit displays, in nearly every case, to one week.

Has it been worth while? Undoubtedly. By the end of the year, at least three-quarters of a million people will have seen the local

exhibitions arranged by NALGO alone, and will thereby have been given some idea of the work done by local government and the communal benefits it has brought. In addition to NALGO's twelve exhibitions, more than 1,300 copies are in constant use in the Forces and by other educational bodies—about 40 sets have been bought by local authorities for permanent use in schools. Many of these sets are being used to illustrate lectures—some given by NALGO members—and to serve as a peg on which to hang discussions and debates. It is a fair assumption that the exhibition will by now have been seen by another three-quarters of a million men and women in the Forces, and possibly by more. In nine months, therefore, at least 1,500,000 people have been given a better idea of local government than they had before.

That 1,500,000 includes some thousands of school children—the citizens, councillors, and local government officers of tomorrow (many branches reserved special times for visits by children, to whom the exhibits were explained in detail). That it stimulated them at least to criticism—which is the preliminary to most constructive action—is suggested by the child who began her essay on the visit with the sweeping assertion: "I think our town in its present state is one of the worst places anyone can live in!"

But the exhibition has had much more than a purely educational value. It has brought branches and local authorities into friendly collaboration towards a common end, divorced from the more usual conflicts between them over salaries, grades, and service conditions. It has demonstrated to councillors that NALGO is more than a trade union seeking only the last pound of flesh for its members, but is an organisation keenly concerned to work for a finer and more efficient public service. It has shown the citizen that local government officers are not soulless bureaucrats, but human beings eager to contribute to the common weal. And, in many areas, it has led to greater collaboration between neighbouring branches. "One of the greatest values of the exhibition," wrote one member, "has been the opportunity to meet with members of other branches and co-operate with them. I can assure you that lasting friendships have been formed."

Finally, the exhibition has led in many towns to a closer contact between local government and the citizens, and a mutual recognition of the hopes and visions they share for the future of the community as a whole. It represents a beginning—and a most encouraging beginning—in that civic partnership which is the primary aim of NALGO's public relations policy.

cial reports, designed primarily for the press and the public.

4. **Absence of a "Spokesman."** The work of a local authority is not confined to its meetings, and many occasions arise when a reporter must seek information from members or officers. Sometimes he gets it—but sometimes he is met with a blank refusal. More often, he is unable to reach the individual able to give him the information. This account by a London evening newspaper reporter describes an experience by no means uncommon:

10 a.m.—Rang T.C. on the telephone. Not arrived, but expected.

30 a.m.—Sorry, he's here now, but is engaged.

30 a.m.—Still engaged.

3 a.m.—Very sorry, the town clerk is in conference; you may get him about lunch time.

45 p.m.—So sorry, he has just gone to lunch. Try again about 2.15.

5 p.m.—We expect him back any minute.

(By this time the reporter had made contact with a councillor friend and the story was in type).

p.m.—(When the paper had gone to press). Phone message from town hall. Was somebody wanting to speak to the town clerk?

Unable to get to the fountain head, the newspaperman, working against time, goes elsewhere for his information. If, as a result, it is not quite accurate, that is just too bad.

The solution here is a public relations officer whose job it would be to answer newspaper queries and to give, or obtain, the information they seek. But the public relations officer could not become the sole source of information, particularly on matters about which he may not be expert. As this same reporter pointed out, "There seems to be no valid reason why a man capable of being head of a municipal department should not be regarded as fit to talk about his and its work when the press wants information."

5. **Favouritism.** Though not a common complaint, this is one that should never have to be made by a newspaper. Yet it is. In one Lancashire town, for example, "matters of importance are held by the majority party for publication first in the party's own weekly newspaper."

So much for the criticisms. Happily, there is much on the credit side, and it is refreshing to note that many of those who reported to the National Union of Journalists went out of their way to speak of the cordial relations between the bulk of local authorities and the newspapers. Take, for example, this report from Tees-side journalist:

"Local authorities in this area are usually most helpful and ready to co-operate. Town clerks and chief officials are always approachable and usually communicative to journalists they know and have learned to trust."

"The case of Middlesbrough shows how a new town, unhampered by traditional prejudice and fear, can grow and be stimulated in growth through harmonious relationship with the Press. From earliest days, the newspapers have been created almost as part of the municipal administration. The Press has been admitted to many corporation committees—including education, food, cemeteries, fire brigade, general purposes, health, highways, hospital, housing, maternity, parks, planning, libraries, allotments, social welfare, and town planning—and, instead of the usual official desire to keep the reporters out, the favourable attitude on the part of members and officials is towards finding reasons why the Press should be in. The result is that, though comparatively isolated, Middlesbrough is regularly in the news. Tribute has often been paid to the help given by the newspapers in the town's remarkable development."

"Committee meetings often yield most valuable copy, since it is here that earliest intimation is given of important local and national projects. Reporting of them means, too, that town council news is spread over the month rather than being concentrated into one meeting. Every month we publish many columns of this news."

"Committee minutes are available three days before the council meeting, and there is no restriction upon the immediate use of the minutes of committees not open to the Press, with the exception that it is agreed that any use of Watch Committee minutes should only be after consultation with the town clerk or chief constable."

Although exceptional, Middlesbrough is not alone, as the following extracts from the reports indicate:

A South Coast Town.—"Every possible facility is given to the Press by the Lord Mayor and town clerk, both of whom are always approachable and convey all matters of public interest, at the same time answering questions raised by reporters. Agendas of meetings are sent to the Press at the



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same time as they are sent to members of the council. Chairmen of committees have authority to convey to the Press any business of public interest or any recommendations they are making to the council, and a reporter usually contacts the chairman at the close of the committee. This system of giving quick information without waiting for the monthly meetings of the council has worked extremely well and to everyone's advantage. If there are matters which the committee does not wish to be made public until they are

presented to the council, a request from the chairman is respected."

A Midlands Town.—"Senior reporters meet the town clerk every Wednesday for a resumé of committee business of general interest. Information of prospective developments is often given in confidence, so that the Press may be *au fait* with the trend of events. Such confidences are never betrayed. Officers are always courteous and helpful when approached."

A Scottish City.—"Reporters have free access to all members and officers... and obtain information of what happens at committee meetings from the conveners, members, and officials."

A West-Country Town.—"Each Wednesday afternoon the town clerk receives the Press, goes through the minutes, and gives a summary of business dealt with and decisions reached. This system works satisfactorily and has cut out the method of getting information (sometimes biased) from a 'friendly' councillor. It has the further advantage that council news is spread over the whole month instead of having one paper each month packed with council topics."

A London Evening Paper Reporter.—"With so few exceptions as hardly to be worth mentioning, I have found local government officers so approachable, helpful, and understanding that it is a pleasure to meet them. Their general reputation for courtesy, integrity, and efficiency is not surpassed by any other body of public servants."

A Metropolitan Borough.—"W— council, which years ago was in constant conflict with the Press, has, by the appointment of a public relations officer, transformed an unhappy situation, and the most cordial relations now exist between the City Hall and Fleet Street."

Another London Borough.—"Every facility is afforded to the Press. We more or less have the run of the town hall, interview people at any hour of the day, and are given frank replies to complaints and criticisms."

The above extracts show that good relations can be and are attained between local authorities and local government officers and the Press. If in some places, why not everywhere? In their own interests, and in the interests of the service, N.A.L.G.O. members should do all in their power to secure that what is today the practice of the most progressive authorities becomes the practice of all. For the newspaper can be both a dangerous enemy or a powerful friend and ally; we should seek to foster its friendship.

A Square Deal for the Homeless Child

By R. H. ADAMS, Secretary, Children's Sub-Committee, N.A.A.L.G.E.

THE many-sided problem of the care of homeless children continues to receive wide publicity. The latest contribution to its solution comes in a pamphlet, *Children Without Homes*, published by the National Council of Social Service (26, Bedford Square, London, W.C.1, 2s. 6d.), summarising the views expressed at a conference called early this year by the Women's Group on Public Welfare.

An important and stimulating contribution to an improved system for the care of children, the pamphlet emphasises the agreement, amounting almost to unanimity, amongst all interested bodies on the weaknesses of the present system, and the need for administrative reform, greatly improved staffing, and an organisation to classify the children who come under the care of the State.

All three points were made in the "Children's Charter" prepared by the children's homes sub-committee of N.A.A.L.G.E. in 1943.

First in importance comes administrative reform. No real progress can be made, the sub-committee maintained, until all children's homes come under the unified control of one government department, instead of, as at present, being divided between the Ministry of Health, the Board of Education, and the Home Office. Poor Law boundaries should be abolished and regional authorities set up under the jurisdiction of the government department entrusted with complete control.

Nor is divided authority the only obstacle to progress. Another is the fact that there are too many methods of caring for children—some organised and maintained by public bodies and some entirely voluntary. As the conference pointed out, it is largely a matter of the facilities available—and therefore of chance, rather than the needs of the particular child—whether a homeless child is adopted, boarded-out, sent to grouped or scattered homes, or even sent to an approved school.

One speaker condemned the pernicious system, whereby some illegitimate children are adopted under a comprehensive scheme in which the cost of adoption is included in the nursing home fees, and which gives little consideration to the suitability of the foster-parents or to what is best for the child. A similar lack of care is sometimes apparent even when a child is boarded out by a local authority.

There are instances, too, where, owing to the lack of better facilities, a normal, healthy child has been housed with mental defectives or in the same grounds as a State-aided institution. Magistrates are continually protesting that they are unable to deal adequately with cases of child neglect because no local facilities exist or because the child has to return to an unsatisfactory home after the parents have served a term of imprisonment. Apart from the devoted work of a small band of welfare workers, little is done to educate such parents. Teachers

(Continued on next page)

(Continued from preceding page)

and others with special knowledge have no opportunity of expressing an opinion as to what is best for the child.

The conclusion is inevitable that we must evolve some method of classifying children as soon as they come under public care, and of giving them the particular kind of care of which they are in need. N.A.A.L.G.E., therefore, will wholeheartedly support the suggestion made at the conference that reception homes should be set up for this purpose. The homes should be housed in suitable buildings and staffed by matrons and psychiatrists responsible for placing each child in the correct category and seeing that it receives the care best suited to its needs.

The need for such centres is desperately urgent, but its fulfilment is likely to be delayed by the lack of suitable buildings and staff. This is another reason for placing the care of children under one department, with the authority and drive to carry out this essential task. The same department should be directly responsible for all children deprived of parental care, whether boarded-out or placed in a home. Sympathetic inspectors could do much to prevent a recurrence of the unfortunate cases lately made public and to ensure that children all over the country received equal chances in similar conditions.

Any discussion of the care of children comes back, in the end, to the same points—provision of suitable buildings in congenial surroundings and of trained staffs. All schemes are clearly doomed to failure unless the homes are staffed adequately and efficiently. The happiness and welfare of every child, whether living in a home or with a family, ultimately depends on its relationship with the adult under whose care it is placed. As a speaker at the conference pointed out, a claim "to love children" is not in itself a sufficient qualification to be entrusted with their care. In whatever capacity a potential child-worker wishes to serve, he or she will find that it involves long hours of work and little immediate reward for the labour involved. The reward comes later, when the children grow up into happy, alert, useful citizens. Only those who feel that they have a vocation for the work are likely to achieve this reward and it is with the object of attracting this type that N.A.A.L.G.E. has recently issued a memorandum of training and salary scales for staffs in children's homes. This, prepared for submission to the Curtis committee, seeks among other things:

For Administrative Staff—School certificate, plus a two-year course in book-keeping, stores management, sports organisation, building maintenance, child psychology, and hygiene, with a national diploma before permanent appointment;

For Nursing Staff—Full qualifications as laid down by the General Nursing Council, with the stipulation that matrons must be State registered nurses; and

For Domestic Staff—(men) two years' training at a recognised home with two days' a week technical training in a craft, welfare, and hygiene, and (women) two years' training in the care of children, cookery, and house-keeping, with extra tuition and a certificate of suitability for foster-mothers.

The Children's Charter concludes that the best method of caring for children is to board them out but that, when suitable foster-parents are not available, the normal child will find its greatest scope and happiness in grouped homes. The Women's Group on Public Welfare confined its recommendations to the important one that each child should be cared for in the way best suited to its needs. As Miss Margaret Bondfield, the chairman, pointed out at the end of the conference, there is still a vast amount of detail to be considered. The more these matters are discussed, the better informed will be the public of the need to tackle the problem energetically and immediately.

Do We Want an Administrative Staff College?

By C. KENT WRIGHT, B.A. (Oxon.) Town Clerk, Stoke Newington.

WHAT will be the reaction of local authorities and of local government officers to the proposed establishment of an Administrative Staff College?

The scheme for launching the College has been prepared with the support of individuals and groups from the highest range of industry, local government, education, commerce, and distribution. Mr. Geoffrey Heyworth, Chairman of Lever Bros. and Unilever Ltd., is Chairman of the Court of Governors, and local

The brochure outlining the aims and method of the Staff College states:

"The problems which will be studied are, for example:

The principles underlying the structure of organisations;

The problems of personnel management common to most large-scale enterprises;

The application of statistical methods to practical problems;

The uses and limitations of public relations work. Methods of measurement of public opinion.

The aim will not be to produce personnel managers, statisticians, or public relations officers, but to assist the student to understand what such specialists, whether inside or outside his own organisation, can and cannot do.

"There are also certain aspects of administration and leadership which are today somewhat undervalued and neglected. Of these, one of the most obvious is the preoccupation of some senior officials and executives with questions of policy and execution, to the virtual exclusion from their direct concern of personnel questions. It is increasingly important that a departmental chief should devote more personal attention to selecting his chief assistants and less to doing their work for them, and that he should give as much care to the organisation and morale of his department as to the taking of wise decisions on issues of policy.

"It is considered important that the staff of the College should be engaged on research as well as on teaching. Apart from the undoubted fact that teaching and research are good for each other, industry and the public services may well find it useful to have, as it were, a research station to which problems of administration and organisation can be referred."

Local authorities have, of course, particularly during the last quarter of a century, developed their own training schemes, and have encouraged their officers to avail themselves of facilities offered for post-entry training by education authorities and universities. The universities in particular now provide extensive courses in public administration, and some of them pay especial attention to the studying of business organisation and administration. What differentiates the training at the proposed Staff College from these university courses is that the greater part of the work in the Staff College will be carried out in small discussion groups or "syndicates," designed to train the student in the analysis of his own experience and in the terms of practical problems. Moreover, it is proposed to hold any passing-out examination, nor to issue any certificate of graduation from the Staff College; but the lack of any official label need not prevent attendance from coming to be regarded as a coveted distinction.

"Business," it has been said, "is apt to look upon officials as a lot of interfering bureaucrats; there is no doubt that officials look upon business as a profit-squeezing fraternity to be kept at arms length." If it does nothing more than dispel these clouds of mutual suspicion, the College will have achieved one very useful result. But it does propose to do far more than that. If adequately staffed and supported, it should not only help the small groups of 60 or 70 people who will be passing through it at each course to become better administrators, but it might well become a meeting ground for the several sections of public life and industry where, through periodic conferences, their common problems can be thrashed out in an atmosphere of sympathy and understanding.

It is evident that, apart from the appointment of suitable staff and, it is hoped, of a really outstanding Principal, the success or failure of this new venture will depend upon the number of businesses, government departments, and local authorities which will think it worth while to help their young administrators to take the course.

NALGO wants

MORE DISTRICT OFFICERS AND ASSISTANT PUBLIC RELATIONS OFFICER

The National Association of Local Government Officers invites applications (including applications from members of H.M. Forces) for the posts of

PERMANENT DISTRICT OFFICER

There are a number of vacancies to be filled, and salaries will be within the ranges of £320 to £400 or £425 to £500, depending on the experience and qualifications of the candidate. A cost-of-living bonus (at present 23/- p.w.) will also be paid.

The successful candidates will be required to carry out the work of organising local government officers in the areas to which they may be assigned, to attend meetings, and to represent the Association before local authorities and other bodies when required. Organising experience, energy, enthusiasm, and ability in public speaking are essential qualifications, and a knowledge of local government, its functions and procedure, is desirable. Travelling and reasonable subsistence allowances will be granted.

ASSISTANT PUBLIC RELATIONS OFFICER

Essential qualifications are energy, enthusiasm, ability in writing and public speaking, and wide knowledge of local government; experience of newspaper and publicity work is desirable. Salary from £425 to £500, according to age and qualifications, plus bonus (at present 23/- per week).

All the above appointments will be subject to one month's notice on either side. A superannuation scheme is in operation.

Applications, giving full particulars of age, education, qualifications, NALGO and other experience, and names of three persons to whom reference may be made, must reach the Acting General Secretary, NALGO, 24, Abingdon Street, London, S.W.1, by January 31, 1946, the envelope being marked "District Officer," or "Public Relations." Testimonials need not accompany the application. Canvassing members of the Council will be a disqualification.

government is represented by the inclusion as governors of Lord Latham, leader of the L.C.C., Sir Eric Salmon, clerk of the L.C.C., and Mr. R. H. Adcock, clerk of the Lancashire county council.

There are at least two completely novel features about the proposed College. In the first place, it is not intended to be a college in its usual connotation of a place where young people are taught and trained in a particular pursuit. The Staff College will be available for men and women who already have some two years of various practical work behind them. The students, men and women, are to be drawn from the civil service, local government, and trade unions. They will reside in the College for a period of three months. Fees will work out at about £100, covering living expenses and tuition, and the College hopes, by "cross-fertilising" young administrators from all spheres of national life, to make them more conscious of their responsibilities and capabilities, and more aware of achievements in walks of life unfamiliar to them.

Secondly, the central idea of the Staff College is that the students should benefit not so much by being taught by professional teachers as by learning from one another about each other's problems and experiences.

Bring the Museum to Life—and Make it a Dynamic Centre of Culture 459

By F. E. RICHMOND, B.Com., F.S.S., F.R.Econ.S.

MUSEUMS are a most important part of a nation's heritage and have an immense educational potential. This is clearly shown by the experience of other countries, such as the United States and some of our dominions. We, unfortunately, have allowed many of our local museums to decay. Since their full co-operation is essential if we are to attain the system of education we desire, their resuscitation is urgently necessary; and since most of the 800 or so museums in this country belong to local authorities, that revival concerns NALGO members closely.

The main functions of a museum are conservation, research, and visual education. The first two are the reasons for the museum's existence; the last is its link with the public. Modern museum policy aims at using objects to illustrate ideas rather than merely displaying masses of specimens for their own sake. Since visual education is more effective than most other educational methods, it is in this field that the museum can contribute most.

Un-Planned, Ill-Housed, Ill-Staffed

Today, our local museums are distributed according to no recognisable plan; many lack a curator, and most are inadequately housed. Consequently, few perform their functions properly and many appear moribund, if not dead.

Some are left to cleaners and caretakers, though without a curator a museum cannot live; others are tended by voluntary or part-time workers who, despite occasional successes, cannot be adequate substitutes for full-time curators. And even where curators are employed, their salaries are often fantastically small, being in general, even today, about half the minimum recommended by NALGO and the Museums Association jointly in 1922. A museum curator should enjoy a salary and prospects at least as good as those of a secondary school teacher. Yet, in 1938, competent men were being paid salaries as low as £100-£150 a year, while, about the same time, a big county borough adjoining London advertised for a museum assistant with biological training, knowledge of photography and, preferably, university degree at a salary of £155!

Next in importance to a good curator is a suitable building: bad premises repel visitors and impede conservation and display. Of the 800 museums today only about sixty are housed in buildings designed for, and well fitted to, museum purposes. Many must be content with one or two rooms; some occupy converted chapels or prisons; whilst the majority are in converted dwelling houses. Sometimes, admittedly, the converted dwelling house is itself a building of historic interest and beauty. But such buildings are usually unsuitable for museums, since the pests they normally contain help to destroy the contents they are intended to preserve.

With insufficient curatorial attention and unsuitable buildings, it is not surprising that the interiors of our museums often match their exteriors. Too many consist of ill-lighted, overcrowded rooms, displaying a junk-shop confusion of unrelated curios. Nearly all contain material which would be valuable in another setting; but under present conditions such specimens are wasted and may even be integrating through lack of care.

What is the cause? Primarily it is due to the fact that local authorities spend too little on their museums and spend that little badly. In 1939, expenditure on local museums was less than £500,000. Much of this inadequate sum was wasted, for many of the individual museums were too small to provide anything

like a useful service. The average per museum was about £600, some 250 museums receiving more and 530 less than this figure. Nearly 500 had a yearly income of less than £300—to cover salaries, maintenance, acquisitions, and all other expenses!

It is not surprising, therefore, that many museums fail to function effectively. Poor and badly housed exhibits discourage visitors, and seeing the museums little used, local authorities are unwilling to increase their expenditure. So the circle turns. This result is all the more disappointing when it is compared with the success of those few museums which are reasonably financed and have competent curators. There is no space here to survey these successful ventures, but one type—the school loan service—deserves special mention. This service consists of a collection of specimens, models, dioramas, pictures, charts, and slides chosen to fit in with school curricula and designed for use in the classroom. Generally, the items are chosen in co-operation with the teachers. A catalogue is published from which teachers can select the series they require, and the museum sends the material to the schools. A noteworthy scheme of this kind is the Derbyshire School Museum Service, which began in 1937, aided by a grant from the Carnegie Trust. Its report and catalogue for 1944-5 indicate a steady development in face of war-time difficulties and offer sound promise of future progress. This scheme, which is intended to cover the whole county, covers such subjects as history, science, industry, art, literature, and citizenship.

Although examples such as this show the possibilities of the local museum, they do not lead to the conclusion that the required nationwide service is likely to evolve without radical change.

The Remedy—State Control

The remedy, clearly, is to spend more and to spend it more wisely.

To be successful, the museum service should be organised on similar lines to the education service. I suggest, therefore, that a state department should be made responsible for all museums, empowered to establish, maintain and finance museums for the whole country. While leaving the administration of the local museums in the hands of their present owners, the department would exercise powers of control, direction, and inspection through regional museums (national museums or, where necessary, specially established or developed museums of equal calibre). These would co-operate with the local museums.

Parallel with this basic plan, and connected with it, would be a system of specialist museums including museums of art, crafts, industrial design, and many other kinds. There might also be folk parks, containing houses of successive historical periods, each furnished with contemporary furniture and domestic equipment, and containing groups in appropriate costume, thus providing a graphic picture of the life of ordinary people through the ages.

The scheme would also embrace a systematic plan for the recruitment, training, and payment of curators and technicians.

Given these changed conditions, what kind of local museum would emerge? It would be a pleasing building, in a central and prominent position, designed on strictly functional lines and in accordance with the best canons of modern architecture, and containing special galleries for children as well as adults. By careful attention to heating, lighting, air-conditioning, flooring, and decoration, "museum fatigue" would be reduced to a

minimum. The display equipment would be designed to impose the least possible barrier between the public and the exhibits.

A large part of the interior would be used for other than exhibition purposes. There would be offices, studios, workrooms, and laboratories for the staff and specialist visitors; conference rooms for clubs and societies; lecture rooms (with cinema projector and radio-gram), and a reference library and reading rooms. There would be ample storage space to accommodate a reservoir of material for the school loans scheme and other circulating services, loans to other museums, and special exhibits. Rooms would be set aside for the more advanced student, the material appearing in systematic arrangement for detailed study and research. There would be space for special exhibits, based on the museum's own material or on loans from other museums. These displays might be topical, or might be designed to illustrate a particular subject. For example, a display to illustrate such a book as Trevelyan's "Social History of England" would be both fascinating and of enormous educational value.

Local—and General Exhibits

The scope of the museum should be clearly defined, and divided into two sections. The first would be special to each local museum, dealing with all the aspects of the locality, linking the past with present, and including local industry. The second would be common to all local museums, providing an introduction to the main branches of human knowledge, including civics and economics, and to the collections of the specialist and regional museums. This would include the school loans section, and would be planned for children and non-specialist adults.

The users of such a museum would include casual visitors, organised parties, members of societies, and research students. Not only would the children attend regularly in school parties, but they would come voluntarily, either singly or in groups. The museum would make special plans for children. They would be encouraged to make it a centre for intellectual recreation. In it they would be able to study the subjects in which they found interest, surrounded by the actual objects involved; to exercise the associated crafts; and to plan their plays and pageants. In return, they might assist the museum staff in the construction of displays, habitat groups, models, and dioramas.

Apart from these activities, the staff of a living museum would have plenty to do. The conservation and research functions would continue; regional and national surveys would require their aid; they would be called upon to carry out excavations, to ensure the protection of historic and ancient buildings within their area, and to maintain contact with various interests in the district. They might co-operate with the local authority's public relations officer and the members of the local NALGO branch, in preparing and keeping up-to-date an exhibition of the history and functions of the local authority. Such an exhibition centred at the town hall, and consisting of diagrams, photographs, cinema films, dioramas, plans, and the actual objects used in the provision of municipal services, would give the ratepayer visiting the town hall a much more vivid and comprehensive idea of the return he gets for the rates he normally pays with such reluctance.

In short, this museum would be a dynamic organism, capable of becoming the cultural centre of its area, rendering a vital service to education generally, and helping to reduce cultural inequalities. It would cost money—but the price would be low in terms of value received.



This charming letter describing the odyssey of two municipal water carts through Normandy, France, Belgium, and Holland, always in the van of the invading Allied armies, and on one historic occasion forming the foremost British outpost facing the whole might of the German army, was received recently by the town clerk of Bermondsey, by whose courtesy we publish it.

Dear Bermondsey Borough Council,

You may have noticed round about D-Day, that certain items of your equipment, once the pride and joy of your municipal undertaking, to wit, water carts, suddenly disappeared.

In the early days of Normandy, the dust menace on airfields became so severe that it seriously threatened the continuous operation of the R.A.F. Fighter Wings. Water was needed in large quantities, and no suitable receptacles were on hand. We of this Company were engaged on airfield construction, and, imagine our surprise when there suddenly appeared, and threw themselves gallantly into the battle, two green water carts, tastefully decorated by the Borough of Bermondsey, and bearing the legend "Borough of Bermondsey for Cheap Electric Light and Power, W. E. Baker, General Manager."

These water carts did yeoman service in Normandy, and hauled prodigious quantities of water on to dusty airfields, often working 24 hours a day, and towed by all manner of haulage except that for which they were designed, namely horses.

We became so attached to these water carts in all their gay colours that we firmly withstood all suggestions from higher authority to paint them in the more subdued camouflage usually applied to engines of war. The only addition was the airfield construction "Flash," a pretty thing some 18 inches diameter. Sample of the airfield flash, containing dust collected from Normandy to the Elbe is herewith enclosed.

Then came the break-out from the beach-head when this Company had the privilege of being one of the leading elements. The

water carts insisted on coming as well, sometimes on their own large and unsuitable iron wheels and towed by Fordson tractors, and sometimes travelling in comfort on tank transporters. The sight of these monsters caused much amusement amongst the troops



One of Bermondsey's famous water carts laying the dust at a Spitfire dispersal point in Normandy, a few weeks after D-Day.

and occasioned much brisk humour, most of it unprintable but, as you can well imagine, crisp and to the point.

On one momentous occasion, the Company was rushed up behind the infantry, to clear the town of Argentan and thus permit the passage of the tanks, sternly determined to close what became known as the Falaise pocket. A very high priority on the road was obtained and the Company began to overtake a brigade of tanks, all ready to rush into the assault. On seeing the water carts, an incensed brigadier halted the convoy and demanded to know who was in command of "this bloody circus." The necessary priority was produced and the baffled brigadier was forced to stand by and watch his tanks preceded into battle by a pair of Borough of Bermondsey water carts—surely the first municipal authority to achieve such a signal honour.

On every airfield that the Company built and repaired, the water carts did noble service, and thus, watering and travelling, and always well up to the spearhead of the Army, they made a triumphal crossing of France and into Belgium.

Shortly after the crossing of the Albert Canal, the water carts inadvertently found themselves ahead of the infantry, and spent the whole of the night in blissful ignorance of the fact that they were constituting the foremost outpost facing the full might of the German Army. In the morning, when the full realisation dawned, the Company was frankly alarmed, but the water carts took it as part of the normal routine and remained unmoved. With the dawn, the Company hastily moved back to the safety

of Bourg Leopold, much to the surprise of the infantry (the famous Tyne and Tees-side Division—the 50th), who were dug in—very much on the alert, with lethal weapons pointing in all directions. The sight of the water carts appearing from "No Man's Land" shook them to the foundations.

On into Holland they went, trying unsuccessfully, and helped by the Guards Armoured Division, to relieve Arnhem. A gallant effort—water carts can do no more—and so they settled down to a winter in Holland, still working most of the time. Alas, the roads of Holland deteriorated rapidly, and finally proved too much for even their staunch spindles. When, in the Spring, the Company again took the road for the advance into Germany, these gallant water carts, battered and leaking, their paint peeling and their wheels broken, had to be left behind. New and efficient water sprinklers were supplied, but they have never filled that place in the Company's affection held by the Borough of Bermondsey's water carts.

Their last resting place is on the airfield at Volkel in Holland, some thirty miles north of Eindhoven, but their memory will always remain with the members of the Company who took part in the campaign.

We feel that it is only right and proper that the Municipality of Bermondsey should know of the adventures and fate of these noble machines, and of their part in the liberation of Europe. The fame of Bermondsey has been carried across the length of France, Belgium, and Holland, together with the advertisement for "Cheap Electric Light and Power," from which the benighted inhabitants are likely to derive no pleasure and little practical benefit.

No money spent, or likely to be spent, by the Borough of Bermondsey, could ever be so useful as that which produced these two humble water carts which did so much in the cause

of Freedom, and grateful thanks are hereby tendered by

The Officers and Men of 78 Road Construction Company, R.E., 16 Airfield Construction Group, R.E., B.A.O.R.

Hindhead Week-End School

THE Metropolitan Area Education Committee has arranged a week-end school at Hindhead, Surrey, on January 19 and 20, 1946. The subject will be "Training and promotion of local government officers" and lectures will be given by C. J. Newman, O.B.E., town clerk of Exeter and E. N. Gladden, M.Sc. (Econ.), Ph.D., of the Ministry of Labour and National Service. Details from the hon. secretary, 59, Parkside Drive, Edgware, Middlesex.



"Forced to stand by and watch his tanks preceded into battle..."



"The water carts appearing from 'No Man's Land'..."

AT RANDOM

By "Hyperion"

Don't We Know Him?

He walked into the council office and asked if anyone could tell him who his landlord was.

CLERK: "Your landlord is the man you pay rent to."

MAN: "I don't pay no rent. You see, about five years ago I found the house vacant and lived in it. I've been there ever since and I've never paid a penny rent."

CLERK: "Well, then, what are you worrying about?"

MAN: "If somebody doesn't mend the roof, we're going to be a row!"

After the Election

Wife (newly elected to the borough council): "Now, Sydney, remember that in future I shall only be speaking of you as a wife, but also as Chairman of the Maternity and Child Welfare Committee!"

Life Grand?

Now that the war is over, we can review our individual experience in Civvy Street since that far-off day—over six years ago—when we slid down the street on a discarded banana-leaf. We have:

Filed in 92,437 forms in duplicate, triplicate, and quadruplicate.

Been interviewed by 1,085 officials who have torn every shred of privacy from our lives and created us as a cross between a potential Fifth Columnist and a convict on licence.

Been warned against complacency and spreading despondency; fined for showing a light and rebuffed for not showing a light; urged to "Go to it!" until we've gone past it; told to Keep the Home Fires Burning and then told to Keep 'em Out.

Been directed to the Home Guard, Fire Guard, A.R.P., and Special Constabulary. Joined the Home Guard to dodge fire-watching and promptly been put on a course of fire-fighting. Been exhorted to Save! Save! Save! but forced to Pay! Pay! Pay!—nullified by Tax! Tax! Tax!

Been threatened with all sorts of penalties for being an English citizen and been promised, and duly received, blood and tears, toil and sweat.

Queued for Beer, Buses, Cigarettes, Evening Papers, Fish, Tripe, Ox-Tails, Matches, and Old Lace.

Been told 238,927 times that "THERE'S A WAR ON!"

And now, having for six years queued for theatres and cinemas to try to forget the war, we queue for theatres and cinemas to try to forget the peace.

Spalling Thought

Twenty years from now, we shall be referring to 1939-1945 as "the good old days."

The Banana

The banana are great remarkable fruit. He are constructed in the same architectural style as sausage. Difference being skin of sausage are actually consumed, while it is not advisable to rapping of banana.

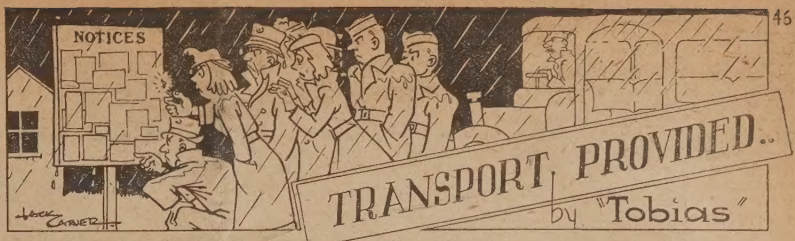
Banana are held aloft while devoured. Sausage is left in reclining position. Sausage depend for attention on human being or stuffing machine, while banana are pristine product of honourable Mother Nature.

In case of sausage, both conclusions are reached to other sausages. Banana, on other hand, joined on one end to the stem and opposite termination are entirely loose.

From an essay by an Oriental student educated in America, published in the "Calcutta Statesman."

A Point of Correction

As I am constantly speaking and reading today of the atomic age. I don't want to be fantastic, but it is to me, as a student of philology, complete misnomer. Atom means indivisible from the Greek *atomos*—not, and tomos—cut. And so, now that the "indivisible" has been divided, it would be more fitting to speak of this age (if you care to bear to speak of it at all) as the *atomic* age. Professor Hyperion's lecture is now adjourned (die.)



CURIOSITY made no great onslaught on the easily-stormed citadel of our concentration upon work one Monday morning when we noticed Mr. Barrington methodically gluing a newspaper cutting on to a postcard and handing it to young Betty to pass round. We are used to his habit of calling our attention to such vital news items as a Clachnacudden hen having laid her one-thousandth V-shaped egg, or the latest tall story from the town of Hooping Cuff, New Jersey. Then—

"Help—dive! George got married on Saturday!" shrieked Betty.

"No!" "Where?" "So that's why he hasn't shown up!"

Daffy, Miss Gymbol, and I crowded round the scrap of newspaper which informed us that George was indeed a goner. His courtship of a member of the W.A.A.F. had of course been observed, reported on, and discussed, but we had counted on some warning before the thing came to a head.

"The heel's done us out of a celebration," fumed Daffy.

"Why not have one and tell him about it afterwards?" Rufus suggested.

"I am reliably informed," put in Mr. Barrington, "that a dance will be held next Wednesday in the hall attached to the church of which I am a member."

"Splendid—we'll hire the old Gasp Bust to take us there."

Our town boasts a transport service which may be either a Snail's-Pace Procession of Stinking Tumbrils, or the Finest Municipal Transport System (comparatively speaking) in the Country—depending on whether you speak as Irate Ratepayer or as Alderman Jove, who was responsible for the fleet being increased by one hundred per cent., i.e. becoming four buses instead of two. During the war, this number was reduced to three-and-a-half, since for patriotic reasons one bus was converted to producer-gas operation and was never known to complete a journey without an engine breaking down or some such trivial incident as half the passengers being rendered unconscious by fumes or explosion. Since the bus had been re-converted to petrol, it had displayed an unfortunate loyalty to old habits and was therefore unsuitable for regular service, although it had been used for such important civic business as conveying guests to the wedding of Alderman Jove's daughter.

The Boss readily agreed to our having the use of the bus. He also had the effrontery to accept "Rufus' invitation to join the party."

"There is nothing I like better," he beamed, "than to step off my pedestal and be one of you."

In fact, he was four of us. On the evening of the celebration he appeared accompanied by his wife, sister, and niece.

"How delightfully cosy!" said the great man, sinking into the one window seat on which a river of rain-water was not mercifully directed. (As usual on such occasions; the early part of the day had been so fine as to entice us all out in our best clothes without a thought to the mackintoshes which became an urgent necessity by evening.)

"Wh-where is that n-nice Mr. B-barrington?" asked the Boss's wife condescendingly when the roar of the bus starting up had been replaced by a vibration which left no bones unchurned.

"He'll j-join us l-later," Miss Gymbol assured her. The fact was that Mr. Barrington was affectionately known to our uniformed staff as the Gestapo (due to the plain-clothes observations which he sometimes makes after Rufus as Public Negotiations Officer has turned away the wrath of a complainant by the simple assurance that "every reasonable precaution will undoubtedly be carried out with a view to obviating any recurrence of justification for a complaint of a similar nature to that which you have regrettably felt called upon to give utterance"). It had therefore been felt that his presence in the bus might have a bad effect on our relations with the Driver.

That unpredictable being suddenly lurched us into a side street.

"Hi, you've taken the wrong turning!" bawled Rufus.

"No, I ain't—an' I ain't going to neither!" shouted the Master of our Fates.

It seemed that, while waiting for us outside the office, he had discovered that the bell-push on the platform of the bus was broken and he was taking us to the garage to have it repaired.

"We shan't need a bell," I waived.

"It says in the rules, 'Any bus found defective must not in any circumstances remain in service,' an' I ain't takin' any chances—not with the Boss aboard," was the implacable reply.

As it happened, the time while the electrician was at work passed most beneficially. Daffy's Yank was heard to say in a modest overtone: "Gee, you oughta see our street cars back home—streamlined—luxury fittings—two doors—pay as you enter. In the U.S. a boneshaker like this would have been on the scrapheap years ago."

This was the signal for the Boss's famous monologue on the vital obligations to sinking funds, depreciation and renewal accounts, etc., which had to be fully met before we could turn our attention to such secondary items as the comfort and convenience of the public. We applauded these sentiments to the echo (having heard them trotted out many a time in relation to the equally secondary matter of N.A.L.G.O.'s demands for an improvement in our grades), but the reply of our Transatlantic allies was happily lost in the roar of the bus starting up again.

Without further mishap, we arrived on target outside Mr. Barrington's church hall. The notice-board, when its message had been decoded from a jumble of bring-and-buy sales and Girl Guide concerts which showed through the rain-soaked bill, informed us that a social evening would indeed take place (Bring a Friend, Invite an Enemy), but the date seemed to be Thursday.

"Thursday?" "This is Wednesday!" "Aw, let's get back before we rot in this darn' climate." Bedraggled and miserable, we all made to step on the bus.

"No, you don't!" It was the Driver, and no demands, instructions, curses or coaxings by any of us, including the Boss, would induce him to take us back before 11.30 p.m., which was the time on his order sheet.

"You'd be the first to 'ave me up on the carpet if I was to disobey orders, now wouldn't you, sir?" was all that could be got out of him—until suddenly Mr. Barrington appeared on the scene.

"Such a dreadful misunderstanding, sir," he almost wept, addressing the Boss and ignoring the rest of us. "I was convinced it was Wednesday, sir, I—"

"Never mind that now," snapped Rufus.

"Can you find us a couple of taxis?"

"But surely the bus will return—" began Mr. Barrington.

It was enough. The Driver marched to his cabin and we thankfully tumbled into the bus. Through the now-familiar roar of its starting he could be heard shouting: "If the — Gestapo says it's O.K., then the Gestapo — well can't report me for disobeyin' orders, now can 'e?"

The discerning reader will not require to be told that about halfway to town the bus broke down completely and we all had to walk home in the rain. He may, however, be surprised to learn that a few days later the Boss gave Rufus a dressing down for having had the idea in the first place, as Alderman Jove and his colleagues were now being swamped by letters from citizens who wanted to know why they had been kept in ignorance of the fact that private hire transport could now be provided.

"Provided the Driver doesn't bind, provided the bus'll rud, provided it's the right dight," groaned Rufus through his cold.

George, now back at work, is puzzled by the lack of enthusiasm over his idea that we should have a little outing to celebrate his wedding.

THE footnote to my letter in the September Journal is similar to the replies I received during an eight months' correspondence with district and head offices of the Association, namely, a mass of side-tracking and evasion. I have yet to learn what extra benefits members are to receive for the increased contributions that are being demanded from them. It would be interesting to know whether the contributions to be paid are to be based upon the actual wages received by a member, or on the wages he is supposed to receive: i.e. are contributions to be based upon what a member receives in his pay packet or cheque?

Whatever Conference may have decided, I still hold that it was not necessary to employ more organisers. During the war, many of us had to exert greater effort, and devote more time to our work. The Association organisers should have been told to get a move on.

Your footnote stated that the cost-of-living bonus obtained by NALGO compared favourably with that obtained by any other section of public service. I say most emphatically that it does not. The wages of many publicly and privately employed persons have been increased to a much greater extent than the increases which NALGO has obtained. For example, the average wages increase of six municipal employees, not protected by NALGO, amount to 46 per cent. How do the increases given to teachers compare with those obtained by NALGO? Do not attempt the evasion that the training of a teacher is long and costly; many local government officers have had to take a longer and more costly period of training, and may be receiving less wages and be working longer hours than teachers. Again, how do the increases obtained by NALGO compare with the recent increases given to the police—i.e. chief superintendent £115, superintendent £100, chief inspector £90 a year? And what about wage increases to engineering workers? The total wages, not including overtime, of class I engineers have been increased by more than 200 per cent.

I maintain that there is no comparison between the general run of wage increases and the miserable average wage increase obtained by NALGO. How does the paltry achievement of NALGO compare with the recent statement of the Chancellor of the Exchequer that the cost of living index changes, taking July, 1914, as 100, were, September, 1939, 155; October 1, 1945, 203?

As to the "illusory benefits," I still say that they are tripe. I suggest that the chief object of a workers' protection association should be to look after the wages and working conditions of its members, and to render equally to all its members any financial benefits that are necessary.

In paragraph 6 of the footnote comes the most evasive portion, when it asks for my definition of the word "majority." We now teach school-children the meaning of the word. In figures or counting, "majority" means more than half; in an election or ballot the word means more than half the votes cast. The Association, with a total membership of 120,981, decided to hold a ballot to see whether its members desired to affiliate with the Trades Union Congress. The results were:

Number of Voters.	For Affiliation	Against Affiliation	Majority
69,448	40,733	28,715	12,018

The percentage of members voting compared favourably with the percentage voting at municipal and general elections. 40,733 is much larger than half of 69,448. Therefore, 40,733 is the majority of 69,448.

The N.E.C., though it had inaugurated the ballot, did not intend to accept the ballot decision; the result had quite upset its calculations. Being dictatorially minded, it delayed acceptance of the ballot results, and then craftily devised means to circumvent the majority vote. Like all dictators, it decided to take away any power the members may have possessed, and to do this submitted a notice of motion, that no alterations should be made in the rules of the Association. There being no provision in the rules for ballots, the acceptance of this motion means that members cannot have any direct control of their organisation. In effect, this means that the N.E.C. has now become the successor to other, now defunct, dictators.

Once again it is no use telling me that Conference delegates have been appointed by the members to look after their interests. Maybe many honestly do so, but the result of the Conference voting indicated that some delegates voted contrary to the desires of the members they were

supposed to represent. A glaring example is provided by the difference between the T.U.C. affiliation ballot and the Conference voting. Delegates responsible for this state of affairs ought to be rechristened "Judas," and should be removed from office as undesirable and untrustworthy persons.

It is no use suggesting that I should attempt to persuade a Conference composed of such

READERS' FORUM

The Christmas holidays will make it necessary to send "Local Government Service" to press earlier than usual this month. Letters for the January number must reach the Editor, 24, Abingdon Street, London, S.W.1, by Thursday, December 13.

delegates to reverse their decision. It would be as easy to persuade them to buy a rope and do what their predecessor did about 1900 years ago. J. E. GILLARD.

Warwick.

Since it is evident that Mr. Gillard intends to dismiss every argument as "sidetracking and evasion," we shall not argue with him, but will confine ourselves to facts. Here are the answers to his questions:

1. Subscriptions are based upon a member's total salary, including bonus and fees.

2. The bonus obtained by NALGO for its members does compare favourably with that obtained by any other section of the public service. Here are the current weekly rates for an adult man:

OFFICERS.	MANUAL WORKERS.
NALGO .. 23s.	Non-trading 24s.
Civil Service .. 23s.	Electricity 24s.
Police .. 23s.	Gas ... 30s.
Teachers .. Nil	Transport 24s. 6d.
(20s. before consolidation)	Water .. 24s.

Mr. Gillard confuses bonus and basic salary. On basic salary NALGO has not done so badly. Here are some typical "rank and file" salaries (excluding bonus) for a county borough (by no means the most generous) in 1913 and 1942:

	1913	1942
Chief Committee Clerk	£350	£500
1st Assistant (works dept.) ..	£120	£320
Clerk and bookkeeper ..	£180	£320
Engineering Assistant ..	£200	£500
1st Grade clerk ..	£130	£400
6th Grade clerk ..	£39	£210
Storekeeper ..	£156	£360
Asst. Sanitary Inspector ..	£130	£350
Health Visitor ..	£80	£250
Inspector of Weights and Measures ..	£130	£350
Chief library assistant ..	£65	£285

Most of these salaries will have increased still further since 1942, and to all must be added the current bonus of approximately £60 a year for men and £48 for women. Excluding increases in basic rate, for which details are not available, but including the bonus, they show an average increase over 1913 of 180 per cent—compared with an increase in the cost of living in the same period of 103 per cent.

Nor, in reckoning wage rates, must we forget the value of the local government officer's pension—not inconsiderable when compared with the present cost of an annuity.

Moreover, by the time these words are read, the National Whitley Council may have approved national salary scales representing a substantial increase in basic rates for the majority of officers.

3. NALGO agrees that the chief object of a workers' association is to look after the wages and conditions of its members. Nevertheless, thousands of members do enjoy the "illusory benefits" and are even asking for more (see the 1945 Conference resolution on more holiday centres).

4. On T.U.C. Affiliation, the N.E.C. did not "inaugurate the ballot," did not "delay acceptance of the results," and did not "devise means to circumvent the majority vote." Every decision was a decision of Conference. Mr. Gillard should read the relevant Conference reports.

5. If branches are not satisfied with the way in which their delegates voted at Conference, the remedy is in their own hands.

NEW GENERAL SECRETARY.

Why "Permanent" Appointment?

MAY I raise two points which occurred to me on reading the October journal, not by way of unconstructive criticism, but rather from the point of view of seeking clarification?

The announcement inviting applications for the position of general secretary of NALGO states that "the appointment will be subject to medical examination." Yet, in your editorial columns which surround the announcement, local authorities are condemned for imposing a similar condition. I realise that views expressed in the editorial columns do not necessarily express the considered policy of the Association, but I see such a complete contradiction of policy to appear on one page is, to say the least of it, bewildering.

The same announcement states that "the appointment will be a permanent one," which is hardly a recommendation for the Association campaign to persuade local authorities to make only temporary appointments during the war. Actual fighting may be over, but some thousands of NALGO members are still languishing in the Far East—many of them with no immediate prospect of returning home—and they certainly will not regard it as "playing the game" if the practice of making temporary appointments is abandoned at this stage. They are, of necessity, out of touch with many of the happenings at home, and doubtless many of them will not leave of vacancies being advertised until it is too late for them to apply. It may be argued that it is unlikely that any of the service members of the Association would be suitable for appointment to the position of general secretary, but whether or not this is so, there may be some eminent suitable non-members in this Command, the opportunity of whose services the Association will thus lose. More to the point, so far as the rank and file of our own members are concerned, is the fact that, when the Association advertises permanent appointments on its own staff, they will naturally fear, and rightly so, that the N.E.C. now considers that there is no longer any need for local authority appointments to be purely temporary. If this is not the case, then the N.E.C. is not setting a particularly good example.

During the European war, and hardly less during the period between V-E and V-J days, servicemen in this theatre were very much "forgotten army," and even now they feel that their position is not being greatly considered. People generally at home. Our members in South East Asia look to the Association to safeguard their present—and future—position. Don't let them down, NALGO.

HAROLD A. JURY, F/Lt., R.A.F.V.R.,
S.E.A.A.F. Hon. General Secretary
Metropolitan District Committee

TOWN CLERKS' SALARIES

A Remedy in Rhyme

Town clerks' salaries are so poor,
Mr. Roddis lays a charge at NALGO's door.
With pain and disdain, he exclaims;
"Really, NALGO!"

NALGO's defence is not my aim,
But who is to blame
If for trifling gain
So many men of legal fame,
Eagerly scramble with might and main?
Really, Mr. Roddis, Not NALGO!

It is surely quite plain
Folks cannot complain
Till themselves they help, and refrain
From undignified efforts to gain
Appointments on such a plane.
Really, Mr. Roddis, think again!

Y.N.O.T. BOYCOTT

WHEN THE WARRIORS RETURN Will Good Jobs All be Gone?

I HAVE just received the September journal—the first for about a year—and have read with interest the closing letters on the subject of equality in local government irrespective of rank in the army. I know that subject is now closed. There is, however, another aspect of return to local government service, particularly in so far as it affects commissioned ranks in the army and those other ranks in the comparatively late release groups.

In almost all branches of commerce, and particularly in local government, individuals who should have retired during the war did not do so.

Most were, or are, holding reasonably responsible positions carrying fairly high salaries. Now that the war is ended, they rightly feel that their obligations are more or less over and many are retiring.

There are still many hundreds of local government officers in the Forces and, amongst the commissioned ranks, particularly, there are many who would be interested in applying, and would be suitable, for these posts. But they seldom even hear of the vacancies and, in any event, could not apply, because of their service obligations.

To give only one instance: Army officers in release group 22 would normally have been released before Dec. 24, but because of an almost indefinite postponement, they cannot now be released until after February 16, 1946, and only the lucky ones even then. Most of these officers are 30 or over, and have been in the Army since the age of 24. They can, of course, go back to where they were six years ago, with certain increases in grade, should their local council so think fit, but their only real salvation is in being able to find a higher appointment more in keeping with their age and social obligations. If, however, retirements continue at a rapid rate, all the good appointments will be filled before they have a chance of being considered for them.

I appreciate, of course, that this question cannot really be controlled, but if these facts were brought to the notice of retiring members, clerks of local authorities, and even councillors, perhaps a little could be done to delay these retirements for a few months longer than had at first appeared necessary in order to give at least a fighting chance to those who, through active service in the Forces, have really prejudiced their future in civil life.

May your co-operation please be given in making these points as widely known as possible.

British Military Mission, F. McINTOSH,
Albania, C.M.F. Major.

Kincardineshire Branch.

R.A.F. DEMOBILISATION

Uneven Releases

RE "Abingdon's" comments on demobilisation in the November journal, and your reply to "Bhoda Admi"'s letter, here are some facts about my own position, typical of others:

My release group is 26; five years' service; 33 years of age.

I joined the R.A.F. to fly; faulty eyesight barred that, so I became an equipment assistant.

Most R.A.F. men in my group will be out by the end of January, 1946; but equipment assistants have been retarded by four groups ever since demobbing began, so that only those up to Group 22 will be out by January. After that, the rate is likely to be even slower than one group per month, as 26 is the largest R.A.F. group.

Our job is not a highly technical one, and could be done by anyone of average intelligence after a six weeks' course.

I am a fully qualified librarian (F.L.A.), with many years' experience in my job, which is waiting for me. I maintain that, after having done one "whack" of five years, people in my position have a fair reason for grumbling at NALGO's attitude. If we were going out with our groups we should not grumble: as it is, to advance the "fairness" of the demobilisation scheme is a reason for NALGO's inactivity is sheer nonsense. As far as the R.A.F. tradesmen are concerned, the Bevin scheme is not being equitably applied. What about it, "Abingdon"?

B.A.F.O. "GROUP 26, R.A.F."

"All that 'Abingdon' said was that NALGO would not press for any special privileges in demobilisation for local government officers as a class. This policy has no relation to the special problem mentioned by our correspondent. It may reassure him to know that his case, and that of many in a similar position is being pressed with great urgency in the House of Commons. In reply to one among many questions on the subject, Mr. Strachey, Under-Secretary for Air, said: 'A perfectly even rate of release as between trades would have serious effects on the efficiency of the Royal Air Force—and for that matter on the efficiency of the process of release itself. Nevertheless, every effort will be made to even out the rate of release as between trades. There is a real prospect that intensive retraining and training will enable us greatly to diminish the unevenness of the rate of release as between trades by the end of the year.'"

NALGO's Christmas TREE

CYCLE INSURANCE

CHILDREN'S
DEFERRED
ASSURANCE

MOTOR INSURANCE

EDUCATION

HOSPITAL & NURSING
HOME SCHEME

BENEVOLENT & ORPHAN
FUND XMAS GIFT

MATERNITY BENEFIT

MORTGAGE ADVANCE —
NALGO BUILDING
SOCIETY

INVESTMENT FACILITIES

OPTICAL
BENEFIT

PROVIDENT SOCIETY
SICKNESS SCHEME

CHRISTMAS GREETINGS TO
ALL MEMBERS OF NALGO!
The Best Christmas Gifts are those
provided by the NALGO Ancillaries

Planning Pro and Con : Health, Housing and Youth : Local Government in Russia

Basis for Planning

WE all know what happens to the best laid plans of mice and men; and all our fine plans for rebuilding and restoring our towns will gang a-gley if their economic roots are not properly tended. For the broad strategy of our economic life the Government, like its predecessor, has far-

the conscious control of industrial location and development. To apply such plans, we need to know all about the present location of economic activities and the trends which reveal themselves in their development. The provision of such data is attempted by the Nuffield College Social Reconstruction Survey, on whose behalf M. P. FUGARTY has written *Prospects of the Industrial Areas of Great Britain* (Methuen, 32s.), a monumental contribution to our knowledge of the subject.

Firmly based on past and current experience Mr. Fugarty gives copious information about the economic history of the major industrial areas, their ups and their downs, and deduces (very cautiously) some prognostications for the future. The work will be of high value to those responsible for deciding whether this, that, or the other industry should grow in a particular area; whether such and such is a good site for a satellite town; and what are the answers to all the other economic problems of town and country planning. By reason of its bulk (nearly 500 pages) and its method of presentation it is not a book for entertainment, but it should not be missed by any public official with responsibilities for the social shape of his area.

Background to Building

UNDER the general title, "Building and Society," J. M. Dent are putting out a series of books at 3s. 6d. for the Co-operative Permanent Building Society, covering many aspects of planning, housing, and public health. "In every case," says the Building Society, "the author will alone be responsible for the opinions his pages present; for their singularity, their steadfast or progressive character, their orthodoxies or heresies..." R. L. REISS, in *Municipal and Private Enterprise Housing*, provides one more survey of inter-war housing history; it has the merits of compactness, lucidity, and good sense. WALTER SEGAL in *Planning and Transport* is less successful and by his arid style fails to put across an interesting and important theme—that some big cities are inevitable in modern civilisation and that wise planning can do no more than minimise urban defects such as long journeys between home and job. A fanciful treatise on the monetary aspects of housing, combined with almost Ruskian fervour about aesthetics, is provided by Dr. McNAIR WILSON in *Financial Freedom for Housing*; if he had his way there would hardly be mass production even of baths or gas stoves.

A contrast to Dr. Wilson's book is provided by ROBT HAMMOND's severely practical *Water, Drainage, and the Community*. Of standardisation of sanitary fittings, for instance, Mr. Hammond says that it has already done a great deal towards lowering prices without reducing quality, but still "some manufacturers list as many as 20 different types of fireclay water closets." Mr. Hammond writes of technical matters for the general reader; he is inspired by a fine zeal for raising the standards of sanitation. After explaining the technique of water collection, he describes some famous water supply schemes and methods of sewage disposal; then, after a flash-back to Roman water projects, he summarises the problem of today as set out in the White Paper on A National Water Policy. The book ends aptly with the tribute to Sir Hugh Myddleton, the pioneer of water supply: "An immortal work—since men cannot more imitate the Deity than in bestowing health."

Laissez-faire

PROFESSOR LUDWIG VON MISES is "one of the world's most noted economists" is the modest claim of William Hodge & Company, publishers of the professor's new book *Bureaucracy* (8s. 6d.). That is as it may be, and I admit that the purely economic passages of his work are clearly thought out and expressed. But as a social philosopher he can only be described as an

eccentric. He is an out-and-out anti-planner, convinced that "government control of business is ultimately incompatible with any form of constitutional and democratic government." He believes that "Capitalism means free enterprise, sovereignty of the consumers in economic matters," and even that "there is no compromise possible" between that ideal state of affairs and

To the Future—

SANITARY MEAT AND FOOD WEIGHTS AND MEASURES AND GAS METERS

—Inspector

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- Board of Trade Exam. for Inspectors of Weights and Measures; and
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of every sphere of the individual's life"; that the inclusion of "ignoramuses" like Peers of the Realm on boards of directors is a yielding "to the government's wishes"; that in a socialist regime the authorities would force people who were eager to attend a performance of "Abie's Irish Rose" to attend instead a performance of "Hamlet"; and that Sidney and Beatrice Webb are "naïve and uncritical admirers of the Soviets as they are."

Perhaps you think that such a writer must be entirely out of touch with the realities of the world, but I commend the book to you, all the same. It carries to the extreme intellectual limit all the theories against planning and state action which many less gifted persons hold without the ability to express them. And those who regard such views as pernicious or merely grotesque will find it useful to be forced to work out the answers—perhaps they won't always find it as easy as they thought! How about this one, for instance: The only test of efficiency is profit; under Socialism there are no profits, therefore no test of efficiency, therefore no efficiency. Should you reply that in Russia there is cost accountability, budgeting, and other checks on economic achievement, the professor has his retort ready. Russia is surrounded by a world which still clings to a market economy and it uses prices established abroad to check its own economy; but if everybody adopted socialism "there would be no more prices... and economic calculation would be impossible!"

A Health-Worker's Annual

THE second year's edition of *Health and Social Welfare* (Harrap, 21s.) shows many improvements over the first, and it seems likely to become one of those reference books without which no official's library would be complete. It contains a series of short articles on what is doing in the world of health and social welfare, written by experts; their length prevents them from providing a thorough treatment, but they suffice to establish the main current trends. There is a summary of health legislation and policy, followed by particulars of state departments and other public bodies and of voluntary organisations;

is marred by the omission of some of the state books on local government and

For the future, apart from the repair of such obvious omissions, I can only suggest that the editors might be less ambitious in their range and try to cover their subjects rather more fully; it is already a useful work and might well become more so.

Housing Management

AN unpretentious-looking sixpenny pamphlet called *Housing Management* (Stationery Office, 6d.) contains nearly all the wise things that can be said on the subject, and embodies a report by a sub-committee of the Central Housing Advisory Committee of the Ministry of Health. The Ministry's standing advice to local authorities on the management of housing estates is as appropriate today as when it was drawn up in 1948: municipal houses should be let to those whose need is greatest; tenants should be of mixed social types; personal contact should be made by the council's housing officer with all prospective tenants; there should be a single officer providing the medium of communication between tenants and council; adequate facilities for community activities should be provided on every housing estate. True, the achievement of these ideals is even harder now than it was when the housing shortage was less acute. In particular, how do we determine whose need of houses is greatest? The pamphlet describes and discusses "points" as a means of selection, but concludes that any such system is fallible, though some measuring rod must be used; a points system should be a sieve for sorting applicants into priority groups but there should be a way of picking out those deserving special consideration. Two other suggestions are that, whatever the method of selection, it should be made widely known, and that individual applications should be known to the selecting committee by a code number and not by name. The pamphlet contains proposals for extending facilities for training housing managers.

Welfare of Youth

YOUTH Service Handbook, 1945-46 (W. Walker & Sons (Associated), Ltd., 6s. 6d.), gives a mass of information likely to be of use to those concerned with the welfare of young folk. There are directories of youth organisations with particulars of their functions; all sorts of useful addresses; bibliographies; information on how to get money, material, equipment, lecturers; and everything else likely to be needed by the club leader. The editor pleads guilty to a "London bias" which, he says, could not be avoided in wartime, but London, after all, is, for its sins, rather the centre of things and it houses the headquarters of innumerable bodies.

The Russian Way

THE recurrent disputes about the degree to which British and Russian forms of government are democratic would be more instructive if the participants knew more of their facts. A little light is thrown on the subject by DON BROWN's sixpenny pamphlet, *Soviet Local Government* (Russia Today Society, 150, Southampton Row, W.C.1, 6d.). I say "a little light" advisedly, for the booklet does little more than whet the appetite for a fuller and clearer statement. Nevertheless, it is worth reading for its summary of similarities and the differences between British and Russian conditions. But it still fails to answer the question at which I hinted at the beginning of this paragraph: perhaps conditions are fundamentally so different in the two countries that comparison is impossible.

Queen Anne's London

NOT many novels reach my bookshelf, but I suppose that I have received JANE LANE's *Gun & Bitters* (Andrew Dakers, 10s. 6d.) because it has a "local government" and historical setting. It is a story of life in the City of London from 1690 till 1720, and tells of the effects on the ordinary people of social factors like the introduction of gin and the growth of the banking system. The psychological interest is not great, but the book provides a vivid picture of social life. The hero is a Jacobite who believes that the sufferings of the poor would have been alleviated by a Stuart restoration.

H.M. Forces

KILLED OR DIED ON SERVICE

*Borthwick, Tpr. J. S., 37, Royal Tank Regt.; libraries dept., Hornsey.
Broughton, R., R.A.F., education dept., Grimsby.
Day, L. G., R.A.O.C., transport dept., Grimsby (in Japanese hands).
Earl, P/O W. M., 24, R.A.F.V.R., electricity dept., Paisley.
Edis, L/A/C J., 27, R.A.F., electricity dept., Great Yarmouth.
Flaxman, Bdr. J., 21, R.A., education dept., Great Yarmouth.
Hirst, S/Sgt. J. A., 25, R.A.M.C., health dept., Pudsey.
*Hooper, Pte. C. P., 23, Cambs. Regt., clerk's dept., West Suffolk (in Japanese hands).
Ineson, P/O. F., 22, R.A.F., clerk's dept., Pudsey.
Parkes, Marine L., 24, accounts dept., Stretford.
Pengilly, Ldg./Motor/Mech. S. W., R.N., treasurer's dept., Fulham.
Poole, P/O. K. S., R.N., architect's dept., Cheshire.
Prowse, N., Welsh Guards, Newton Abbot.
*Smythe, Pte. F. J. C., R.E., Chippenhams (in Japanese hands).
*Taylor, Sgt. A. R., R.A.F., treasurer's dept., Fulham.
Westwood, Sgt. A/G. C., 21, R.A.F., accountant's dept., Northwich U.D.

MISSING

Arnold, F/Lt. A. E., R.A.F., treasurer's dept., Fulham.
Balls, W/O/A/G. W. R., 23, R.A.F., electricity dept., Great Yarmouth (presumed killed).
*Barton, Sgt. J., R.A.F., treasurer's dept., Southport (presumed killed).
Bland, P/O. D. J., 29, R.A.F., electricity dept., Great Yarmouth (presumed killed).
Browning, P/O. C. R. A., 22, R.A.F., architect's dept., West Suffolk.
Bryan, Sgt/Nav. E., 23, gas dept., Spensborough U.D. (presumed killed).
*Flaxman, F/Sgt. G., R.A.F., internal audit dept., Derby (presumed killed).
Grimwood, Sgt/A/G. E. N., 20, R.A.F., surveyor's dept., Banstead U.D. (presumed killed).
Humphrey, S/A. R. W., R.N., surveyor's dept., Fulham (presumed killed).
Nash, N., R.A.F., Newton Abbot.
Slaughter, Sgt. L. G., R.A.F., Hornsey (presumed killed).

*Previously reported missing.

REPATRIATED PRISONERS

Alger, A. W., Islington; Baxter, L/Cpl. C. Dundee; Brown, Cpl. G., Dundee; Brown, C/S/M. T. E., Dundee; Casson, Sgt. S. M., Thingoe R.D.; Dale, E. W., Islington; Davies, H. L., Islington; Elworthy, Bdr. V., Surrey; Farrell, C/S/M. D. G., Dundee; Foard, Bdr. A., Surrey; Freestone, Cpl. R. H., Surrey; Halliwell, J. B., Islington; Imrie, Lt/Col. C. Dundee; James, Sqd/Ldr. E. A., Surrey; Johnston, Lt. J. A., Surrey; Kennedy, C., Grimsby; Lay, Pte. A., Oxford; Linley, P/O. W., Grimsby; Little, L/Cpl. R. G., Islington; Maddin, Snn. A. W., Islington; Manson, A., Grimsby; Myers, Sgt. R. T., Islington; Norris, L/Cpl. C. J. S., Billericay; Peacock, Maj. B., Surrey; Phillips, L/Cpl. V. C., Mildenhall R.D.; Potter, Pte. W. J., West Suffolk; Proctor, H. G., Grimsby; Robinson, Cpl. A., Oxford; Ruse, F., Islington; Scrymgeour, Lt. J. H. P., Dundee; Smith, Pte. N., Hornsey; Staite, Tpr. E. M., Cheltenham; Steele, C/Q/M/S. W. B., Great Yarmouth; Sneddon, Pte. A. M. B., West Lothian; Sykes, Capt. E. T., West Suffolk; Taylor, L/Cpl. C. Dundee; Tunstall, Lt. R., Oxford; Turner, Sgt. H. G., Surrey.

AWARDS TO MEMBERS

D.S.O. (T.D.)

Hely, Brig. A. F., R.A., health dept., Cheshire (see also under Mentioned in Dispatches).

D.F.C.

Grubb, F/Lt. A. T., R.A.F., welfare dept., Glasgow.
Hipkin, Sqn/Ldr. G., R.A.F., engineer's dept., Grimsby—for his untiring efforts and inspiring leadership, which did much to maintain the standard of efficiency among the gunners of his squadron.
McLean, F/Lt. A., R.A.F., welfare dept., Glasgow.

M.M.
Gorham, Sgt. C. E., 36, Anti-Tank Bn. R.A., accountant's dept., West Suffolk.

G.M.

Bays, Capt. P. A., R.E., engineer's dept., Peterborough—in recognition of conspicuous gallantry in carrying out hazardous work in a very brave manner. Since joining No. 6 Bomb Disposal Co. on December 6, 1942, Capt. Bays has been engaged almost continuously on work of a very dangerous nature. He has at all times displayed ingenuity, presence of mind, and outstanding courage, and his resource in difficult situations has been a major contribution to the safety of his men and the success of the many operations carried out by him. In all operations, Capt. Bays has displayed courage and initiative of a high order.

O.B.E.

Abbott, Capt. L., R.E., joint planning committee, S.E. Staffs.

M.B.E.

Larter, Sgt. A. J., 28, R.E.M.E., architect's dept., West Suffolk.

Certificate of Merit.

Gibbons, L/Cpl. C. J., 7th Duke of Wellington's Regt., treasurer's dept., Stafford—for outstandingly gallant service with the B.L.A. in N.W. Europe, June 1944 to May, 1945.

GOOD SERVICE CERTIFICATE

Millington, C/Q/M/S. A. C., Wiltshire Regt., surveyor's dept., Wiltshire.

MENTIONED IN DISPATCHES

Brooklyn, Ldg/Tel. H. T., R.N., Hornsey—for gallantry, skill, determination, and undaunted devotion to duty during the landing of the Allied Forces on the coast of Normandy.
Corbin, Sgt. K., R.A.F., land agent's dept., Cheshire.
Hely, Brig. A. F., R.A., health dept., Cheshire (see also under D.S.O.).

Civilians

KILLED OR DIED

Smith, S. A., 37, electricity dept., Great Yarmouth (by enemy action).

O.B.E.

Chapman, F., Smethwick—for services to local government and civil defence.
Cogswell, T., borough treasurer and chief billing officer (retd.), Lewisham.
Creese, J., county architect and A.R.P. controller, West Suffolk.
Smith, A. L., town clerk and A.R.P. controller, Lewisham.

M.B.E.

Oldfield, J. V., borough engineer, Grimsby—for civil engineering work carried out in Southampton during and after air attack.
Taylor, S., borough treasurer, Smethwick—for services to the National Savings Movement over a period of thirty years.
Wright, J. H., chief sanitary inspector, Smethwick—for services to civil defence, particularly in his capacity as chief training officer since 1938.

Ex-Warriors Can Enter Health Insurance

THE right to be a voluntary contributor to National Health Insurance is a valuable right, enabling a local government officer who would otherwise be excluded from the scheme to maintain his insurance, including sickness benefit and widows', orphans' and old age pensions.

The only qualification is that the officer must have been engaged in insurable employment, and insured, for at least 104 weeks.

Service in His Majesty's Forces in general is treated as insurable employment and counts towards this qualification. Therefore all members of the Forces with at least two years' service who were not in insurable employment before the war may now become voluntary contributors to insurance under the National Health Insurance Act during service, or whilst in industry. This opportunity will apply mainly to those in exempted employment or earning more than £420 per annum.

Full information will be sent on request to the Nalگو Approved Society, 24, Abingdon Street, S.W.1.

DIPLOMA IN PUBLIC ADMINISTRATION

The examination for London University D.P.A. can be taken by candidates who (1) have passed or obtained exemption from London Matriculation; or (2) have obtained a School Certificate or some recognised equivalent qualification, and have for two years held an approved appointment in a Public Office. Attendance at University classes is not necessary; candidates can prepare for the exam. at home in their leisure hours. The Diploma is increasing in importance as a qualification for those engaged in local government service.

WOLSEY HALL POSTAL COURSES

Wolsey Hall prepares candidates for D.P.A. Examinations by means of up-to-date postal courses drawn up and individually conducted by highly-qualified graduate tutors. A Guarantee is given that in the event of failure, tuition will be continued free of charge. At the 1944 (External and Extension) Examinations 21 WOLSEY HALL STUDENTS PASSED, forming NEARLY HALF THE PASS LIST. PROSPECTUS post free from C. D. Parker, M.A., LL.D., Director of Studies, Dept. RH28,

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PHILATELISTS.

SUSSEX STAMP EXCHANGE.—Stanley Whitehead (retired L.G.O.) announces the inauguration of this medium for buying and selling British Colonials on terms beneficial to the L.G.O. Small annual subscription only: monthly packets.—Write Knoll Hatch, Queen's Park Gardens, Seaford.

MONOMARK Service. Permanent London Address. Letters redirected. Confidential, 5/- p.a. Royal Pat. W.C.1. Key tag, 9d. Write Monomark BM MONO84, W.C.1.

LIGHTNING NOTE-TAKING. Dutton One-Week Shorthand for business executives, civil servants, etc. Test lesson 3d. Dept. SA 1, 92, Gt. Russell St., W.C.1.

London's Plan on the Screen : P.R. for Water Supply : Advice for "Demobs"

LOCAL authorities are slowly beginning to recognise both the need to tell the citizen more about their work, and the value of the film in doing that quickly, effectively, and to a wide audience. Latest example is provided by the L.C.C., whose new film, "Proud City," had its premiere at the Academy Cinema, London, last month.

The film, written and directed by Ralph Keene, tells the story of the County of London Plan—the L.C.C.'s splendid vision of a finer London, built out of the ruins and muddle of the old. It suffers from the defect of most local government films in that it is too short for its tremendous subject—a defect imposed, apparently, by the belief of film exhibitors that the public which will cheerfully sit through four hours of Hollywood "glamour" cannot bear more than 25 minutes of "education." Nevertheless, it makes the most of its restricted canvas to show the need for the plan, the research which went into its preparation, and the results it hopes to achieve.

A Film on Water

ANOTHER organisation which is looking to the film to tell its story is the British Waterworks Association, which recently began to take public relations seriously and has now commissioned Paul Rotha to prepare a script for it. Water supply cries out for film treatment, and it is not surprising that in the recent NALGO film competition more entries dealt with it than with any other branch of local government. It is hoped to "shoot" this film next spring, and to have it ready by the autumn.

Incidentally, the B.W.A. is modelling its public relations machine on NALGO's, with a headquarters organisation and correspondents in each area. It is doing some fine work, in which it hopes to keep in step with NALGO. To further this object, all branch public relations officers are shortly to be sent a list of B.W.A. correspondents with whom, it is suggested, they should make contact with a view to planning joint campaigns. Already there has been a good deal of co-operation, notably in connection with the NALGO exhibition, to which in many areas B.W.A. correspondents have added special exhibits on water.

Coventry's Plan

IN my note last month on Coventry's latest exhibition of its reconstruction plans, I referred to the booklet "The Future Coventry," prepared for it. This, edited by the deputy town clerk, is a magnificent publication, simply and engagingly written, lavishly illustrated with photographs, maps, and diagrams, and well printed, with many of the maps and drawings in colour. It presents a convincing case for radical planning and paints a clear and inspiring picture of the Coventry at which the planners aim—a city in which its people can learn, work, travel, shop, and live in comfort, free from dirt and ugliness, and in which they can take pride. Like so many of our bombed cities, Coventry has today an opportunity to remedy the errors of the past and to build well for the future. This book shows that its planners, at least, are ready to seize that opportunity, and it should help to persuade its citizens to back them. Other officers preparing similar books for their own towns could not do better than take Coventry's for a model—if they can find one of the 10,000 copies printed not yet sold. It costs 2s. 6d. and is obtainable from the town clerk.

First-Aid for Demobilised

SOME time ago, the Metropolitan district committee decided to set up in London a centre at which advice on study and careers would be given to members. This useful scheme has already started, and a number of members, both in and out of London, have taken advantage of it.

Members interested should write in the first place to the adviser, Dr. F. H. SMITH, LL.D., D.Litt., at the Council Offices, Woking. Dr. Smith will either see members personally or will advise them by correspondence.

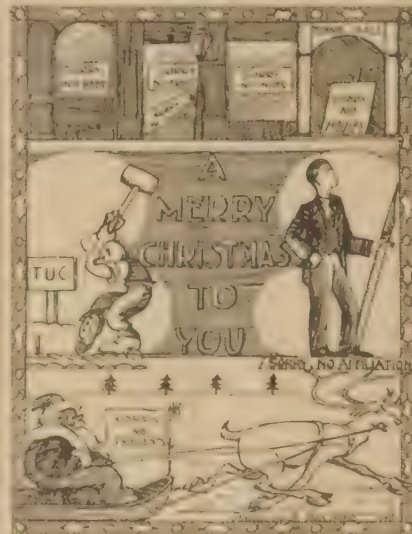
I hear of another helpful move at Finsbury, where the staff joint committee, on the suggestion of the staff side, has decided to act as a reception committee to welcome back members returning from the Forces or war industry. The committee will meet periodically and chief officers of all

those being welcomed at each meeting will be invited to attend.

More NALGO Broadcasters

My recent note on prominent NALGO broadcasters has brought information of three more:

DR. CHARLES HILL, secretary of the British Medical Association, but even better known as the "Radio Doctor," who in the early thirties was president of the Oxford branch,



CHRISTMAS CARD, 1945

where he was deputy M.O.H. and did much to resuscitate its activities.

JAMES ETHERINGTON, the singer, now appearing with Richard Tauber in "Gay Rosalinda" at the Palace Theatre, London, and also broadcasting regularly in the Carrol Lewis show, who was an enthusiastic member of the Durham County branch until he gave up the service for the stage not long ago.

STEPHEN DUNCAN, now acting district officer in the Midlands, who before the war was on the B.B.C.'s "outside broadcasting" panel and regularly supplied 40-minute running commentaries on Rugby football—surely the most difficult of all radio achievements.

It is rumoured, too, that the Western Brothers were both once members, and that one was a branch secretary, but I have so far been unable to confirm this. Can any reader help me?

The Human Touch

OF the many pamphlets on local government got out for the borough elections, the best I have seen comes not from a political party but from the Christian Auxiliary Movement. *Your*

NALGO wants

HOLIDAY CAMP MANAGER

The National Association of Local Government Officers invites applications for the position of Manager of its Holiday Centre at Croyde Bay, N. Devon. Good catering and organising experience, ability to purchase commodities, and engage and control domestic staff are essential. Salary £350 per annum, plus a cost-of-living bonus of approximately 18% per week. The person appointed will be required to take up his duties during January next and will be provided with the use of a six-roomed unfurnished house and light and heat. The appointment will be subject to one month's notice on either side.

Applications, giving full particulars of age, whether married or single, and previous experience, accompanied by copies of three recent testimonials, should be forwarded to the Acting General Secretary, NALGO, 24, Abingdon Street, Westminster, S.W.1, not later than Saturday, 15th December, 1945.

For a full and complete list of NALGO Members, see the North East Road London N.W.11. It is a list because it is the only one in that respect, the doing of which is the first task in the words of Winston Churchill, "the first and the last." It is a list of the names of all the members of the NALGO, and it is a list of the names of all the members of the NALGO, and it is a list of the names of all the members of the NALGO.

Though it runs only to 24 pages, the booklet includes an excellent survey of the range of government, a potted history, an account of its present structure, method, and finance, and a review of possible developments. Discussing, in the last section, local government as a sphere for Christian action, the authors comment pertinently: "Local government is important for the home of the citizen. It is the home of the citizen, the pre-natal clinic to the grave. . . . It can help to realise democracy at the street level and can rebuild local community life which has suffered serious disruption in recent generations."

So good a statement deserves wide circulation.

"Johnnie" Johnson Stays in R.A.F.

GROUP-CAPTAIN "JOHNNIE" JOHNSON, D.S.O. and two bars, D.F.C. and bar, who before the war was in the surveyor's department at Chigwell and a member of the branch, is not returning to local government, I hear, and has accepted a permanent commission in the R.A.F. Though his colleagues will be sorry not to welcome him back, the news is hardly surprising. The R.A.F., needing the best men to train its peace-time recruits, seems the right place for the man who shot down more enemy aircraft than any other pilot in all the Allied armies. Johnnie Johnson is officially credited with 28 "kills." He fought right through the war, in the Battle of Britain, in the great fighter sweeps over France, and in the last phase over Germany. NALGO is proud to have counted such men among its members.

Gratitude

Many members who have been helped by NALGO in one way or another wish to show their gratitude. What better way than a donation to the Benevolent and Orphan Fund? That this is recognised is shown by two recent donations—one of ten guineas from a member helped to secure reinstatement after suspension, and the other of two guineas from a Leicester member, in recognition of his branch's success in securing regrading for those members in the Forces who might reasonably have expected it had they remained at home.

Won't Somebody Tell Them?

NALGO Headquarters officer visiting Norwich last month was in his hotel bedroom when there was a knock on the door and the chambermaid entered. "I've just come to put up the blackout, sir?" she explained.

Congratulations to—

J. GRIFFITH, town clerk of Newcastle-under-Lyme, recently presented by his council with his portrait in oils, in recognition of his successful fight in the High Court for compensation of property owners affected by a mining subsidence—now a leading case on this problem.

ARTHUR HARRIS, president of Brighton branch, on completing 47½ years' service before his retirement recently.

GEORGE JACKSON, recently retired chief sanitary inspector at Kendal, on a remarkable double election—to Westmorland county council in 1945, and to Kendal borough council (for which he headed the poll) last month.

L. H. TAYLOR, on completing 21 years as secretary of Salford branch. Mr. Taylor has resigned the branch secretaryship, but will continue to be secretary of the North West and North Wales district committee and member of the N.E.C.

Correction

In the October JOURNAL I incorrectly reported that L. KIRKHAM had been appointed manager of the Manchester works department. Mr. Kirkham has in fact been appointed general manager of the markets department.

Obituary

Mr. Leslie Shaw

WE regret to record the death of LESLIE T. SHAW, deputy treasurer of Broadstairs and Peter's U.D.C. since 1938, and throughout war secretary and treasurer of the Isle of Thanet branch. He was 54.



The large distribution and control panel through which programmes pass to subscribers and which is constantly manned by a Rediffusion engineer.

Radio Listening to be clearer and simpler in the future

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This is not yet a feasible proposition for listeners everywhere, but Broadcast Relay Service Ltd. are already operating a service which brings radio into the home by private direct lines from the B.B.C. studios.

Subscribers to this service are thus sure of the best reception of radio. They can select the Home or Light programme, confident that the reproduction will be the exact counterpart of the studio performance. And selected programmes from world radio stations are also available to them.

Rediffusion also equips factories for announcements and music

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Peace Plan for Clothes

The K.B Plan for Clothes appeals particularly to salaried and professional men who like the convenience of a credit account but don't want the bother of bills. Call, phone REG. 0015, or send a penny stamp for "The K.B Sketch Book L.G.S."



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43 Are You Disabled?—All About the New Act

MANY local government officers will be affected by the Disabled Persons (Employment) Act, 1944. Here, in question and answer, is a simple explanation of the objects and scope of the Act.

What is the Purpose of the Act?—To help all disabled people to get suitable jobs.

How Will It Do That?—Amongst other things, by reserving vacancies for them in certain classes of employment. Every disabled person is being asked to register. As soon as it sees how many are on the register, the Government will tell all employers, except the very small ones—including local authorities—that they must employ a fixed quota of persons who are on this register. The quota will be fixed so as to reserve a job for every disabled person who wants one.

What Must the Disabled Person Do?—He should register with the Ministry of Labour, whether he is in a job now or not. The scheme

employer may do for you—but otherwise you must do it yourself.

Who Decides Whether I am Disabled or Not?—If your disability is obvious—such as an amputated limb—the Ministry of Labour will probably take your word for it. If it is not obvious, a report from a doctor or hospital may suffice. But you may be asked to see a doctor for a free medical inspection.

If I Have Been Refused a Disability Pension for 1939-1945 War Injury, Does that Bar Me?—No, you will be treated just like everyone else.

Are there any other Conditions?—Just a few. Your disablement must be likely to last for six months after registering. You must be working or want work in Great Britain. You must stand a "reasonable prospect" of being able to get a job and keep it. You cannot register if you are a whole-time hospital patient or a "bad character."

Is it a Case of Once Registered, Always Registered?—No; for most of us registration will last

for one year, but we can be re-registered as often as we like.

Does the Act Make any other Provisions?—Yes, two. It gives a right to a job if you have been hurt or disabled in the war, and it gives a right to a job if you are a "disabled person" who has been hurt or disabled in the war.

NALGO APPROVED SOCIETY

Pensions Contributions Raised

In accordance with the provisions of Section 43 (2) of the Widows, Orphans and Old Age Contributory Pensions Act, 1925, the rate of pensions contributions is to be increased by 2d. a week for men and 1d. a week for women from January 7, 1946.

Where contributors are employed, the employer will pay half the amount of the increase—i.e. 1d. a week for men, and ½d. a week for women.

NALGO Health Message—1.

DANGEROUS DAYS FOR COLDS

We are told that these are dangerous days for colds, but no certain preventive is known. If you must put up with this most unpleasant form of incapacity, at least make sure that you are a member of NALGO's sickness scheme and entitled to sick pay whilst ill. Details can be obtained from your branch local correspondent or from NALGO, 24, Abingdon Street, London, S.W.1.

is entirely voluntary, and nobody is forced to register. But it is in his own interests, and those of his employer, that he should do so.

Who are "Disabled Persons"?—Everybody who "on account of injury, disease, or congenital deformity, is substantially handicapped" in getting or keeping a suitable job. It is not confined to those injured in the war, or in this country. You may have been born with a disability, or you may have acquired it through injury or illness anywhere or anyhow. Whatever the cause, you qualify for admission to the register if you can answer "Yes" to the question: "Are the effects of my illness or injury likely to reduce my chances of getting or holding the job I would like to do?"

Are Women Included?—Yes, and boys and girls above school-leaving age, too.

How Do I Register?—Apply to the local office of the Ministry of Labour, fill in a form, and get a certificate of registration. If you have a disability pension from the 1914-18 war, your

Branches' Fine Work for Widows and Orphans

A TOTAL of £1,850 raised for the Benevolent and Orphan Fund since the outbreak of war—such is the magnificent achievement of Sheffield branch, in response to the special appeal made by the Yorkshire district committee. Sheffield has just reached this total with a further contribution of £300.

Equally remarkable is the enterprise of Reading, which has raised £1000 since 1942, bringing its total contributions to nearly £2000.

Dances, whist drives, and other social activities continue to play a leading part in raising money for the Fund. Recent contributions from this source include:

Central Warwickshire—£34 10s. (annual ball); Ealing—£8 9s. 2d. (victory dance); East Grinstead—£26 4s. 8d. (dance); Godalming—£21 6s. 3d. (performance by the "Godalming Players"); Lincoln—£52 11s. 10d. (dance); Rushden £4 (whist drive and social); Southampton—£121 1s. 9d. (social activities during the past year); Stanley—£33 (various social activities); and Sutton and Cheam—£7 (departmental raffle, share of surplus of the Warden's Post comfort fund given by a member who was a part-time warden, and £3 19s. 3d. from the sale of flowers grown by a member).

The Sunday Cinemas Act is becoming an increasing source of income, latest donations including £8 8s. from Doncaster, £20 from Stafford, and £25 from Wolverhampton.

In addition, branches continue to send dona-

tions from local funds, recent gifts under this head including:

Bethnal Green—£20 (accumulated profits of the thrift section); Cheshire County—£100; Oatton—£40; and Worthing—£25 (from sports and social committee).

Text-Books Wanted

AS all students know, there is today an acute shortage of text-books of every kind. Members who have any of the following, and are willing to sell them to the NALGO lending library for the use of colleagues in urgent need of them, are asked to inform the General Secretary, Education Department, NALGO, 24, Abingdon Street, London, S.W.1, giving details of the edition and publication date. NALGO will pay two-thirds of the published price for copies of the latest editions:

Boddington ...	Statistics and their Presentation	Pitman
Bowley ...	Elements of Statistics	P. S. King
Dicksee, Blain & Rowland	Office Organisation and Management	Pitman
Finer ...	Theory of Modern Government	Methuen
Hobhouse ...	Elements of Social Justice	Allen & Unwin
Jennings ...	The British Constitution	C. U. P.
Jennings ...	Principles of Local Government Law	U. L. P.
Moss ...	The Relieving Officer's Hadden Book	Hadden
Pink & Thomas	English Grammar	Gregg
Veal ...	Composition and Correspondence	Chapman & Hall
Wicksteed ...	Commonsense of Political Economy (Vol. I)	Routledge

Books should not be sent until asked for.

SCOTTISH NOTES:

BY the time these words are read, it is possible that the new national scales and charter of service conditions will have been approved by the National Joint Council in England. This will mean the achievement of NALGO's principal aim after nearly 30 years of struggle. It will have been made possible only because of our faith in, and determined use of, the machinery of Whitleyism.

In spite of many serious difficulties, Whitleyism has emerged as the accepted form of negotiating machinery. It is now recognised by the majority of employing authorities as the only means by which uniform standards can be applied and the employees brought into a closer working relationship. Moreover, the machinery has been recognised by the Government, and to-day joint industrial councils are being used to promote better conditions in almost every industry.

During the past year or two, the J.I.C. in Scotland has played an increasing part in the improvement of service conditions. It has, too, expressed approval of the principle of national salary scales. We are, therefore, in a favourable position for pursuing our claim that the terms of NALGO's National Charter shall be applied with the least possible delay.

The speedy achievement of policy in Scotland, however, will be determined by the attitudes of the staffs' and employers' sides. The recent elections have been responsible for several changes in the employers' representation. The County Council elections may also affect the position.

On the staffs' side, the position is different. We have to persuade the representatives from the affiliated unions that there can be no compromise on the claims we put forward. Common sense should prevail.

The representatives of NALGO are already determined on policy and there has been developed a strong sense of responsibility. NALGO

United Front Essential in Fight for National Scales

has formed its own "side," which presents a united front against any attempt to whittle down any of its aims.

A weakening of NALGO's position or any change in its representation may present an opportunity to the other unions to take the lead in the formation of policy. NALGO has secured the chairmanship of the staffs' side, and

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our other members possess, through experience and knowledge, the power to promote our policy.

At this stage, when national scales are matters for immediate consideration, we cannot afford to risk any weakening of our present position on the Joint Industrial Council, neither can we afford to have any local government officer outside our Association.

New Salary Scales

Hamilton town council has approved the following new grading scheme based on an application made by the Association:

Men: Grade E, £50—£95; Grade D, £125—£210; Grade C, £225—£240; Grade B, £255—£270; Grade A, £285—£330; Senior Professional: (a) £345—£375; (b) £390—£420.

Women: Grade C, £50—£125; £50—£145; Grade B, £155—£165; Grade A, £180—£200.

One long-service increment of £10 per annum may be awarded, at the discretion of the council, after five years' service at the maximum of the grade.

APPOINTMENTS VACANT

HORNSEY BOROUGH COUNCIL

Appointment to the permanent Staff.

Applications are invited for the following appointments on the permanent staff of the Council:

(a) Borough Treasurer's Dept. **Senior Professional Assistant**—Candidates must have had an experience of local authority finance and should include internal audit arrangements and have passed the final examination of the Institute of Municipal Treasurers and Accountants or be Chartered or Incorporated Accountants.

Salary £600 rising by £25 per annum to £700.

(b) Borough Librarian's Dept. **Deputy Librarian**—Candidates must have had wide practical experience in all branches of public library work, should possess the Diploma of the Library Association, and should not be more than 40 years of age. Forms of application may be obtained from the Borough Librarian Central Library, Hornsey, N.4.

Salary £500 rising by £25 per annum to £550.

The above appointments are subject to the provisions of the Local Government Superannuation Act, 1944, and the successful candidates will be required to pass a medical examination.

The salaries indicated are inclusive of bonus and any allowances under the Council's scheme for payments in respect of examination qualifications.

Applications, stating age, experience (candidates serving in H.M. Forces should indicate the approximate date of their release), and giving names of three persons to whom reference may be made if desired, should reach the undersigned not later than **Tuesday 1st January, 1946.**

The appointment (a) is subject to one month's notice, and the appointment (b) to three months' notice on either side.

H. REDFERN

SALARIES AND SERVICE CONDITIONS

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METROPOLITAN

Surrey C.C., Surbiton B., and Malden and Coombe U.D. have reverted to pre-war office hours. The London County Council has reverted to a working week of 41 hours (excluding lunch-time).

SOUTH-EASTERN

Arundel B., Cuckfield and Seaford U.D.s and Bridgeblean and Dover R.D.s have joined the provincial council, of which 95 of the 102 authorities in the area are now members.

Chatham, Deal, and Maidstone B.s, Farnham U.D., and East Ashford and Midhurst R.D.s have adopted the provincial council's sick pay scheme, which is now operated by 86 authorities: 14 authorities have more generous local schemes.

Every authority in the district is now paying its officers a cost-of-living bonus not less than the current Whitley Council scale.

Gravesend B. has adopted the provincial council's salary scales. Eastbourne C.B. is adopting the junior and general divisions of the provincial council's scales from January 1, 1946, and has agreed to adopt the new national scales when issued.

East Sussex and West Sussex C.C.s and Canterbury, Eastbourne, and Hastings C.B.s have accepted the National and provincial councils' recom-

mendation to allow registration officers to retain the fees paid to them for special war-time duties.

Surrey C.C., Brighton C.B., Chichester, Guildford, and Godalming B.s, Farnham U.D., Guildford and Uckfield R.D.s have returned to pre-war hours of duty.

East Sussex C.C. has adopted a new holiday scale: officers within the age scales, 12 working days; officers with salaries up to £360, 15 working days; officers with salaries over £360, 18 working days; and principal officers and deputies, 24 working days (Saturday counting as a working day).

Battle R.D. has adopted an increased scale of travelling allowances: 8 h.p. car—annual overhead allowance of £73 1s., plus a mileage allowance of 2½d.; 10 h.p. car—overhead allowance of £85 7s., plus a mileage allowance of 3d.

SOUTHERN

Reading C.B., Christchurch and Romsey B.s, Chesham U.D., and Wallingford, Wokingham, and Witney U.D.s, have become members of the provincial council, bringing the total membership to 66, including all the county councils and county boroughs.

Eighty-three authorities, covering almost 99 per cent of the officers in the district, have adopted the cost-of-living bonus award.

SOUTH-WESTERN

Barnstaple, Launceston, and Shaftesbury B.s, Kingsbridge and Ilfracombe U.D.s, and Salisbury and Wilton and Tetbury R.D.s have become members of the provincial council. There are now 117 members, compared with 46 two years ago.

The provincial council has approved a scheme evolved by the area education sub-committee for the production of short and long-term courses in the administration of local government offices.

The short-term courses are designed primarily for the benefit of officers returning from war service. The long-term courses, for a diploma or degree, are to be established for those officers who would most benefit by them. It is part of the recommendation that such selected officers should be allowed leave of absence with pay to attend the courses, together with financial assistance from the local authority towards the cost of tuition, etc., where the costs are not met under Government grants.

The area education committee has co-opted members of the staff of Bristol University and University College of the South-West, in addition to a number of members of the employers' side of the provincial council.

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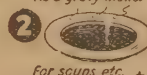
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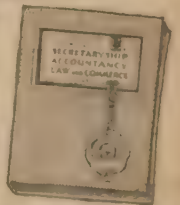
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